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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

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CAUT creates University Governance Commission

CAUT announced today the names of the members of the Commission on University Governance. They are Professors Naomi Griffiths, Guy Bourgeault, and Ernst Benjamin.

Naomi Griffiths is professor of history at Carleton University. She is a member of the Royal Society and has specialized in the history of the Acadians. She has a Ph.D. from the University of London and an M.A. from the University of New Brunswick as well as an honorary doctorate from the University of Moncton. She was visiting professor at Mount Allison University in 1988, holding the Winthrop Pickard Bell Chair in Maritime Studies. She was Chair of the CAUT Status of Women Committee in 1971-72 and Vice-President of the Canadian Research Institute for the Advancement of Women (CRIAW) in 1976-77. She was elected an honorary member of CRIAW in 1984. She is a member of the Ontario Press Council, the Board of Directors of the Ontario Hospital Association, and of the Board of Directors *Social History/Histoire Sociale*. She is the author of *Penelope's Web* which is concerned with the history of women in Europe and Canada. She is also the author of many publications on the history of the Acadians. She is the former Dean of Arts at Carleton and a former president of the Faculty Association.

Prof. Bourgeault is a professor of education and the administration of education at the University of Montreal. He has also been a professor of ethics both at the University of Montreal and the University of Quebec in Montreal. He is President of the Canadian Commission of UNESCO and chair of the Committee on Academic Freedom of FAPUQ. He was a member of the Higher Education Commission of the Superior Council of Education of the Province of Quebec between 1977 and 1981. He was a founding executive member of the faculty union and a long-term member of the governing council of the university. He has been professionally concerned with adult education for many years. He is the author of numerous books and articles on ethics, adult education, and on university concerns. He is on the editorial board of *Cahiers de Recherche Ethique* and on the review committee of *Ethica*.

Professor Benjamin has been general secretary of the American Association of University Professors since 1984. He holds a Ph.D. from the University of Chicago and taught political science at Wayne State University from 1965 to 1984. He served as chair of the AAUP Collective Bargaining Congress from 1976 to 1980 and was elected to the executive 1978-80 and the national council 1976-80 and 1981-82. He currently serves as Chair of the Washington Higher Education Secretariat Committee on Minority Participation in Postsecondary Education. He also chaired the AAUP executive committee on affirmative action and served on the committee on historically black institutions and the status of minorities in the profession. He served as president and as chief negotiator for the AAUP chapter at Wayne State University. He has published recently on democracy in the university, the faculty contribution to economic effectiveness, curricular reform in the university, and collective bargaining in higher education.

Professor Donald C. Savage, the Executive Director of CAUT, will serve on the committee as secretary. He will be assisted by Mr. Robert Moore of the CAUT central office professional staff.

The Commission will explore five areas of university governance. These are academic administration, senates and general faculties' councils, boards of governors, the role of professional and accrediting organizations, and the link between universities and the provincial and federal governments. It is the intention of the CAUT Council that the commissioners would discuss the issues one at a time at a series of meetings of the CAUT governing Council where the presidents of local and provincial associations could make their input, issue interim reports on the five topics for general feedback, and then make a final report. Within this mandate the committee will also look at some issues which cut across the five areas of concern such as decision-making about the expansion and contraction of academic programs, the budgetary and admissions

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L'ACPU met sur pied une commission sur la direction des universités

L'ACPU a rendu public aujourd'hui le nom des membres de la Commission sur la direction des universités. Il s'agit des professeurs Naomi Griffiths, Guy Bourgeault et Ernst Benjamin.

Mme Naomi Griffiths est professeure d'histoire à l'Université Carleton. Elle est membre de la Société royale et elle est spécialisée en histoire des Acadiens. Elle détient un doctorat de l'Université de London et une maîtrise de l'Université du Nouveau-Brunswick ainsi qu'un doctorat honorifique de l'Université de Moncton. En 1988, elle était professeure invitée à l'Université Mount Allison et était titulaire de la chaire d'études sur les Maritimes Winthrop Pickard Bell. Elle a présidé le Comité du statut de la femme de l'ACPU en 1971-1972 et a assumé la vice-présidence de l'Institut canadien de recherche pour l'avancement de la femme (ICRAF/CRIAW) en 1976-1977. Elle a été élue membre honoraire de l'ICRAF en 1984. Elle est membre du Ontario Press Council, elle siège au conseil d'administration de l'Ontario Hospital Association et au conseil d'administration d'*Histoire sociale/Social History*. Elle est l'auteur d'un ouvrage intitulé *Penelope's Web* qui porte sur l'histoire des femmes en Europe et au Canada. Elle est également l'auteure de nombreuses publications sur l'histoire des Acadiens. Elle a déjà été doyenne de la faculté des arts de l'Université Carleton et présidente de l'association des professeurs de cette université.

M. Bourgeault est professeur d''éducation et d'administration de l'éducation à l'Université de Montréal. Il a également enseigné l'éthique à l'Université de Montréal et l'Université du Québec à Montréal. Il est président de la Commission canadienne de l'UNESCO et préside le Comité de la liberté universitaire de la FAPUQ. De 1977 à 1981, il a été membre de la Commission de l'enseignement supérieur du Conseil supérieur de l'éducation de la province de Québec. Il a participé à la création du syndicat des professeurs en tant que dirigeant et a longtemps été membre du conseil d'administration de l'université. Du point de vue professionnel, il s'est préoccupé pendant de longues années de l'éducation aux adultes. Il est l'auteur de nombreux ouvrages et articles sur l'éthique, l'éducation aux adultes et les préoccupations de l'université. Il siège au comité de rédaction des *Cahiers de recherche éthique* et du comité de lecture d'*Ethica*.

M. Benjamin est secrétaire général de l'American Association of University Professors depuis 1984. Il détient un doctorat de l'University of Chicago et a enseigné les sciences politiques à la Wayne State University de 1965 à 1984. Il a présidé l'AAUP Collective Bargaining Congress de 1976 à 1980. Il été élu au comité de direction en 1978-1980 et au conseil national de 1976 à 1980 et de 1981 à 1982. Il assume actuellement la présidence du Washington Higher Education Secretariat Committee on Minority Participation in Postsecondary Education. Il a également présidé le comité de direction de l'AAUP sur l'action positive. En outre, il a siégé au comité sur les établissements d'enseignement historiquement noirs et sur la situation des minorités dans la profession. Il a agi à titre de président et de négociateur en chef de la section de l'AAUP à la Wayne State University.

Ses récentes publications portent sur la démocratie à l'université, la contribution des professeurs à l'efficacité économique, la réforme du programme d'études à l'université et la négociation collective dans l'enseignement supérieur.

M. Donald C. Savage, le directeur général de l'ACPU, siègera à la commission à titre de secrétaire et sera secondé par M. Robert Moore, membre du personnel professionnel du secrétariat de l'ACPU.

La commission se penchera sur cinq domaines de la direction universitaire, notamment, l'administration universitaire, les sénats et les grands conseils de faculté, les conseils d'administration ou les bureaux de gouverneurs, le rôle des associations professionnels et accréditées ainsi que le lien entre les universités et les gouvernements provinciaux et fédéral. Le Conseil de l'ACPU voudrait que les commissaires discutent d'une question à la fois dans une série de réunions avec ce dernier, ce qui permettrait aux présidents des associations locales et provinciales de faire con-

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Diffusion totale moyenne, 27 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire: Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Il incombe à l'établissement qui a l'intention de faire paraître un annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

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Reid fellowship awarded to political scientist

Lise Gotel

The Awards Committee of the J.H. Stewart Reid Memorial Fellowship is pleased to announce its selection for 1990-91. The recipient of the award is Lise Gotel, a PhD student at York University.

Ms. Gotel received her Bachelor of Public Administration degree from Carleton University and her Master of Arts, Political Science degree from York. She is currently in the fourth year of her doctoral studies and is in the process of completing her dissertation. It will analyze the implications of the sexual equality clauses of the Charter of Rights and Freedoms for Canadian women.

A straight "A" student throughout university, Ms. Gotel has been described by her referees as being one of the best students they have ever taught. Upon completion of her dissertation, Ms. Gotel will become a research associate with the Osgoode Hall Centre for Research on Law and Public Policy. Her future goals include teaching in the areas of Canadian politics and women's studies at a Canadian University.

Along with the J.H. Stewart Reid Fellowship, Ms. Gotel has been awarded the I.O.D.E. War Memorial Scholarship. She was also the recipient of a Social Sciences and Humanities Research Council Fellowship from 1986 to 1990.

The J.H. Stewart Reid Memorial Fellowship was established by CAUT through voluntary contributions by faculty associations and individual faculty members across the country to honour the memory of the first Executive Secretary of the association. The members of the Awards Committee are Marie-Andrée Bertrand (Montréal), Lois Valley-Fischer (Acadia) and Ron Bercov (Alberta). The $5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working toward a doctoral degree at a Canadian university.

L'ACPU
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naître leur point de vue, qu'ils publient des rapports d'étape sur les cinq sujets pour des commentaires généraux, puis qu'ils rédigent un rapport final. Dans le cadre de son mandat, la commission examinera aussi certaines questions qui recoupent les cinq domaines d'étude, entre autres la prise de décision quant à l'élargissement ou la restriction des programmes d'études, les politiques administratives et d'admission, le lien de la négociation collective à la direction des universités, au maintien de l'équité pour les femmes et les minorités ainsi qu'à la préservation de la liberté universitaire.

Le Conseil de l'ACPU estime qu'il existe un sentiment assez répandu de mécontement et d'aliénation au sujet du fonctionnement de la direction des universités au Canada. Il espère que les commissaires pourront proposer une vision globale et des solutions d'amélioration précises. La dernière étude importante sur la direction des universités au Canada a été effectuée en 1966 sous l'égide de Sir James Duff, vice-chancellier de l'University of Durham et de Robert O. Berdahl, du San Francisco State College. Trente-cinq ans se sont écoulés depuis et le Conseil de l'ACPU croit qu'il est temps de se pencher à nouveau sur la question.

A l'assemblée du Conseil, en octobre, M. Benjamin prononcera une allocution sur la direction des universités aux Etats-Unis et M. Ramzi Salame, président du SPUL, traitera de la situation critique prévalant actuellement à l'Université Laval quant à la direction universitaire. On espère que la première séance de travail de la commission avec le Conseil de l'ACPU aura lieu à l'assemblée de ce dernier prévue à la fin de janvier.

Toute la correspondance doit être acheminée à M. Robert Moore, ACPU, 294, rue Albert, bureau 308, Ottawa (Ontario) K1P 6E6.

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policy process, the relation of collective bargaining to university governance and to the maintenance of equity for women and minorities as well as the preservation of academic freedom.

The Council of CAUT felt that there was a fairly widespread feeling of discontent and alienation about the functioning of university governance in Canada. It hoped that the commissioners would be able to provide both an overall vision and make specific suggestions for improvement. The last major study of Canadian university governance was undertaken in 1966 by Sir James Duff, Vice-Chancellor of the University of Durham and Robert O. Berdahl of San Francisco State College. Thirty-four years have passed since then, and the CAUT Council believed that it was time for another look at the question.

Prof. Benjamin will be addressing the CAUT Council in October on issues in university governance in the United States and Prof. Ramzi Salame, President of SPUL, will talk on the current crisis in university governance in Laval. It is expected that the first working session of the commission with the CAUT governing Council will be at its meeting at the end of January.

All correspondence to the commission should be directed to Mr. Robert Moore, CAUT, 294 Albert Street, Suite 308, Ottawa, Ontario, K1P 6E6.

Prime Minister appoints new president of the Natural Sciences and Engineering Research Council

Prime Minister Brian Mulroney today announced the appointment of Dr. Peter Morand as President of the Natural Sciences and Engineering Research Council (NSERC).

Dr. Morand is a leader in the Canadian science community, and brings to his new duties a broad range of experience in research and administration within the academic, government and private sectors. His close ties with the university and industrial research communities will especially benefit the Council.

As a Professor of Chemistry at the University of Ottawa since 1987, he has been Vice Rector of University Relations and Development and was also responsible for planning and implementing the University's major fund raising campaign. Dr. Morand is a chemist with research interests in natural products, particularly those with potential industrial applications.

The NSERC is the largest granting agency supporting university research in Canada. It offers grant programs for university professors as well as research scholarships and fellowships for the training of new scientists and engineers. The Council also promotes cooperative research activities between Canadian universities and industries.

Dr. Peter Morand
President NSERC

Dr. Morand's appointment is effective October 1, 1990. He replaces Dr. Arthur W. May, who has been appointed President of the Memorial University of Newfoundland.

President's message/Le mot du président

Aboriginal rights – Canada's dilemna

During the summer months Canadians have been presented daily with news of the most troubling internal turmoil in nearly two decades. The summer of the barricades grew from an initial act of protest by the Mohawk people on the Kanesatake reserve against expansion of a local golf course onto lands claimed by them. It began to take national headline proportions when the Sûreté Québec attempted to remove this barricade and a member of the force was killed in the gunfire that ensued.

The situation escalated from there with the construction of opposing barricades occupied by the Mohawk "Warriors" and the SQ at Kanesatake and at Kahnawake. Over the course of the summer, aboriginal peoples in various places across Canada also erected barricades. While most of the barricades were removed as a result of one type of official response or another, the Mohawk barricades remained in place until they were removed under the threat, as at Kahnawake, or by the application, as at Kanesatake, of military force. As this is being written, there continues to be a tense stand-off between the Canadian Armed Forces and an enclave of Mohawk "Warriors" at Kanesatake, while various confrontations between aboriginal peoples and government continue to occur across Canada.

Canadians have been divided, as well as troubled, by these events. Some have experienced unfamiliar economic hardship as a consequence of the barricades and some have even resorted to mob violence in reaction. Others have joined aboriginal groups in protesting the failure of present governments, like past governments, to effectively address the claims and grievances of the aboriginal peoples in Canada.

All of the above is, of course, well known to any Canadian who has been exposed to the Canadian, or indeed the international, media in recent months. I have recited it here only to highlight the troubling side of the situation. What I want to discuss is the position of members of Canada's university community on the underlying issues which have given rise to these events.

During the summer CAUT was asked on several occasions to support the position of the aboriginal peoples on various issues. In June we were asked by the Assembly of First Nations to join in a campaign to protest the inadequate funding of cultural and communication programs with specific reference to the impact of the February budget. In July we were petitioned by members of the Executive of the York University Faculty Association to express concern and support for the Mohawk position at Kanesatake. In August we were approached about participation in a planned cavalcade to show concern about the situation at Kanesatake and Kahnawake. In September we were asked to join a demonstration in Ottawa in support of aboriginal claims.

Traditionally, CAUT officers take public stands on behalf of CAUT only when there is policy established by the CAUT Council on which the public statement can be based. Between meetings of Council, interim policy statements on new issues may be authorised by the Executive Committee, but officers do not speak out purely on their own initiative.

At the present time, the only policy on aboriginal issues adopted by the CAUT Council is in support of access to university education for aboriginal students. On that basis, for example, officers have lobbied extensively for the removal of the cap on moneys available from Indian Affairs for the full-funding of students. This cap was introduced by the Mulroney government as an economy measure.

While there was a policy proposal some years ago that CAUT should support native land claims, this proposal was not adopted. The view has often been expressed that CAUT should not involve itself in issues other than those immediately affecting post-secondary education or the rights of academics. This was presumably a factor in the decision not to proceed with a wider policy on aboriginal issues.

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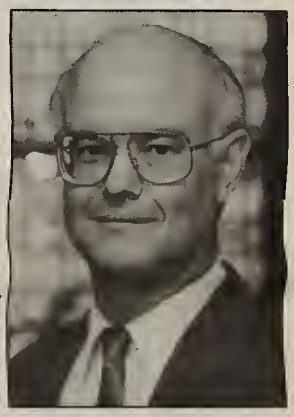

Robert W. Kerr
President/Président

Les droits des autochtones: le dilemne du Canada

Tout au long de l'été, les médias ont présenté quotidiennement aux Canadiens le conflit interne le plus embarrassant qu'ils aient vécu depuis près de vingt ans. Au départ, l'été des barricades s'annonçait comme un geste de protestation des Mohawks de la réserve de Kanesatake contre l'agrandissement l'agrandissement du terrain de golf d'Oka. Le geste de protestation s'est ensuite transformé en revendications territoriales. Les médias se sont emparés de l'affaire, qui a pris des proportions nationales, lorsque la Sûreté du Québec a tenté d'enlever la barricade et qu'un de ses membres a perdu la vie dans la fusillade qui a suivi.

La situation s'est envenimée lorsque des «Warriors» Mohawks et la SQ ont respectivement érigé des barricades à Kanesatake et à Kahnawake. Dans différents coins du pays, d'autres autochtones ont emboîté le pas et ont érigé des barricades pendant l'été. Bien que la plupart des barricades aient été enlevées à la suite d'une quelconque réaction de la part des dirigeants provinciaux, les barricades des Mohawks sont demeurées en place jusqu'à leur destruction sous la menace militaire à Kahnawake ou par l'armée, commme à Kanesatake. Au moment d'écrire ces lignes, la situation demeure tendue entre l'armée canadienne et un groupe de «Warriors» à Kanesatake et chaque partie garde ses distances. Toutefois, diverses confrontations entre des autochtones et le gouvernement se poursuivent d'un océan à l'autre.

Les Canadiens sont divisés et préoccupés par les événements. Certains ont vécu des épreuves financières inhabituelles en raison des barricades et d'autres ont réagi par la violence. D'autres, encore, se sont joints à des groupes autochtones en guise de protestation contre les gouvernements actuels qui, à l'instar des gouvernements précédents, n'ont pas réussi à s'occuper efficacement des revendications et des griefs des autochtones du Canada.

N'importe quel Canadien qui a suivi les médias d'ici, voire même d'ailleurs, au cours des derniers mois est parfaitement au courant de la situation. J'ai relaté ces faits seulement pour mettre en lumière le côté embarrassant de la situation. Je veux maintenant m'attarder à la position des membres de la collectivité universitaire canadienne sur les questions sous-jacentes qui ont provoqué ces événements.

Au cours de l'été, on a demandé à plusieurs reprises à l'ACPU d'appuyer la position des peuples autochtones sur diverses questions. En juin, l'Assemblée des premières nations a demandé à l'ACPU de participer à une campagne de protestation contre le financement insuffisant des programmes culturels et de communication qui faisait une référence précise aux conséquences du budget de février. En juillet, des membres du comité de direction de l'association des professeurs de l'Université York nous ont adressé une pétition pour que nous exprimions nos préoccupations et notre appui à la position des Mohawks de Kanesatake. En août, on a communiqué avec nous afin que nous participions à une manifestation prévue pour faire connaître nos préoccupations sur la situation à Kanesatake et à Kahnawake. En septembre, on nous a demandés de nous joindre à une manifestation à Ottawa pour appuyer les revendications des autochtones.

Par tradition, les dirigeants de l'ACPU font connaître publiquement leurs opinions au nom de l'ACPU uniquement si le Conseil de l'ACPU a établi une politique sur laquelle peuvent se fonder les déclarations publiques. Le Comité de direction peut autoriser des énoncés de principes provisoires sur de nouvelles questions entre les assemblées du Conseil mais les dirigeants ne font pas de déclarations de leur propre chef.

A l'heure actuelle, la seule politique sur les questions autochtones que le Conseil de l'ACPU a adoptée préconise l'accès aux études universitaires pour les étudiants autochtones. Ainsi, les dirigeants ont exercé d'intensives pressions en faveur de la suppression du plafond imposé aux crédits disponibles du ministères des Affaires indiennes qui subventionnent entièrement les étudiants. Le plafond était une mesure économique du gouvernement Mulroney.

Il y a quelques années, on a proposé une politique voulant que l'ACPU appuie les revendications territoriales des autochtones, mais elle n'a pas été adoptée. On a souvent été d'avis que l'ACPU ne devait pas se mêler de questions autres que celles touchant l'enseignement postsecondaire ou les droits des universitaires. Voila un facteur qui a certainement fait pencher la décision en faveur de ne pas adopter une politique plus large sur les questions autochtones.

En l'absence d'une politique plus étendue, les dirigeants de l'ACPU n'avaient pas d'autre choix que de refuser immédiatement de commenter les diverses questions relatives aux autochtones soulevées pendant l'été. Lors de sa réunion ordinaire de juillet, le Comité de direction a décidé d'appuyer la campagne de l'Assemblée des premières nations contre le sous-financement. Les conséquences sur les programmes culturels et de communication sont liées aux préoccupations pédagogiques, ce qui semble donc être un prolongement naturel de la politique

Voir "autochtones" à la p. 4

Janet Halliwell appointed Chairman, Science Council of Canada

Janet E. Halliwell was appointed chairman of the Science Council of Canada effective August 1, 1990. She was previously with the Natural Sciences and Engineering Research Council where, since 1983, she served as director and more recently (1988) director general (research grants) and officer of NSERC. Among her responsibilities at NSERC was the management of all "research base" programs - programs that allocate over $240 million annually to the research activities of more than 6,800 academic researchers in engineering, physical, earth, and life sciences. During her tenure, the research grants directorship earned an outstanding reputation for efficiency, effectiveness, and service.

Ms. Halliwell was also instrumental in shaping NSERC's corporate policy, a major goal of which is creating a high-quality R&D environment in science and engineering - an environment she considers essential for training the graduates on which Canada's future prosperity will depend.

Ms. Halliwell brings direct experience in science program development and management to the post of Science Council chairman. In addition, she has an extensive understanding of the international dimentions of science and technology, the evolution of federal policy on "big science", and the thorny issue of facilitating interdisciplinary research. Her expertise in these areas has been reinforced by her service on many standing committees, boards, and advisory groups on science issues. She has participated, for example, in the International Group of Funding Agencies for Global Change, the National Advisory Board on Scientific Publications, and the Interdepartmental Committee on Big Science.

In her five-year term as Science Council chairman, Ms. Halliwell will play a vital internal role as chief executive officer as well as a significant public outreach role. In the first role she will oversee the policy work, communications, and general operations of the Council. In the second, she will interact not only with the scientific community but also with business, educational, and community groups to promote the development of a science culture across Canada. She will also work to maintain and strengthen links between components of the federal advisory system on science and technology policy.

A native of Quebec, Ms. Halliwell holds degrees from Queen's University in Kingston (BSc Hons, chemistry/mathematics, 1967) and the University of British Columbia (MSc, physical organic chemistry, 1970).

The Science Council of Canada is Canada's national advisory agency on science and technology policy issues. Created in 1966, it identifies and analyses public policy issues in science and technology, recommends policy directions to government, and promotes discussion of science and technology policy among governments, industry, and academic institutions. The Council also plays a major role in educating the public about the impact of science and technology upon our everyday lives.

As a Crown corporation, the Science Council operates at arm's length from the federal government and reports to Parliament through the Minister for Science.

Aboriginal

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In the absence of a wider policy, CAUT's officers were left in a position of having to refuse immediate comment on the various aboriginal issues raised during the summer. The Executive Committee did decide, at its regular meeting in July, to support the First Nations campaign against underfunding. The impact on cultural and communications programs has a relationship to educational concerns so that this seemed a natural extension of CAUT's policy on access, and indeed related to our own concerns about underfunding.

The petition for a statement concerning the crises at Kanesatake and Kahnawake was dealt with by a special meeting of the Executive. It decided, subject to consultation with FAPUQ, to urge the federal government to engage itself in efforts to peacefully resolve the situation and to deal fairly with the underlying claims of the Mohawk peoples. Prior to that point in time, the federal government had been virtually silent on the situation. Later when the federal government announced its plans to use military force to remove the Mohawk barricades, a further letter was sent to reiterate our concern that the government work towards a peaceful settlement.

The requests to participate in a visible show of support for aboriginal concerns could not be responded to, however. Both would have involved an expression of support for the aboriginal position on issues going far beyond any policy established by Council. Both had been planned on short notice in light of the developing situation and it was not feasible to hold an Executive Committee meeting to decide whether CAUT should participate. Given the extent to which the issues went beyond existing CAUT policy, moreover, there would have been a difficult question as to whether the Executive should act in such a case or should refer the question to Council as the main policy body.

It seems obvious that the question of aboriginal rights is going to demand the continuing attention of Canadians for the foreseeable future, and probably well beyond that. I would hope that the majority of Canadian academics are sympathetic to the concerns of the aboriginal peoples. At the same time, I realize that the academic community, like the rest of Canada, is undoubtedly divided on these issues. Many of us may be divided in our own minds as to whether we agree with the government in using the ultimate force of the state to deal with seriously disruptive civil disobedience or with the use of such disobedience by the aboriginal peoples to demonstrate the end of their patience with the snail's pace of government action to settle with their claims.

Should CAUT have a general policy on aboriginal issues? Certainly we have from time to time taken a stand on major social issues even though there is no direct relation to our main concerns about post-secondary education and academic rights. Do divisions such as those I have mentioned caution against taking a position on these issues? On the other hand, can we be credible as a significant national organization if we can only respond with a "no comment" on these issues? Certainly CAUT has successfully avoided the debate on many major national issues - free trade and Meech Lake are only two recent examples - but these were issues on which we were never pressed, nor likely to be pressed, to take sides.

The aboriginal people, however, have made it clear that they are looking for the support of other Canadians in their quest for just treatment of their claims. They have already been asking us to take a stand and are likely to draw their own conclusions if most of the time we fail to respond. CAUT, through Council, is going to have to make a decision where we stand on - or whether we continue to stand off from - the concerns being expressed by aboriginal peoples.

First Director-Information Services at CAUT

The CAUT Executive Committee is pleased to announce the appointment of Dr. Ellen Henderson as CAUT's first Director - Information Services effective October 1, 1990. Dr. Henderson is currently Chief, Compendia Publications at Statistics Canada and has held a variety of posts within Statistics Canada and other federal government departments. She has particular experience in the area of media and public relations, marketing, writing and editing, and is able to function in both official languages. Dr. Henderson also brings with her extensive management skills.

Prior to her work in the public service, Dr. Henderson worked as a Research Associate on the Disraeli Project at Queen's University as well as a sessional lecturer in the Department of Political Studies at Queen's. Dr. Henderson received her Ph.D. in Political Studies from Queen's and her M.A. at York University.

The Director - Information Services is a newly created position within the CAUT national office. In this capacity, Dr. Henderson will be responsible for the coordination of a variety of internal and external communciations for CAUT and will also be Editor of the CAUT *Bulletin*.

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CANADIAN CANCER SOCIETY | SOCIÉTÉ CANADIENNE DU CANCER

Le massacre des étudiants a Lubumbashi du 11 au 12 mai 1990

Comme il est difficile de connaître les noms
de tous ceux disparus
dans la lutte contre le pouvoir inhumain:
les données officielles
diminuent leur nombre
sans pitié, une fois encore,
déciment ceux qui sont tombés
alors que leurs corps disparaissent
dans les caves sans fond
(.....)
et pourtant dans ces questions
l'exactitude est indispensable
on ne peut se tromper
même d'un seul
malgré tout nous sommes
les gardiens de nos frères;
l'ignorance des disparus
mine la réalité du monde

Z. Herbert, «Cogito o potrzebie scislosci» in Rapport z oblezonego miasta (Varsovie, 1982).

Nous avons, face à nous-mêmes, l'obligation de ne pas permettre que les noms des victimes de l'injustice soient oubliés, que leur mémoire subisse le sort de leurs corps. L'oubli des martyrs remet en question la réalité du monde jusqu'à notre propre existence. Il faut connaître tous les noms pour «ne pas tomber dans l'enfer des apparences/le filet satanique de la dialectique/qui soutient qu'il n'y a pas de différence/entre la substance et le fantôme» (Herbert, dans le même poème).

L'avertissement contre la force insidieuse de l'oubli vient de Varsovie alors soumise à l'état de guerre. Il est nécessaire aujourd'hui pour comprendre la bataille pour les noms et le nombre de morts qui livre l'opposition zaïroise au gouvernement. De loin, elle nous paraît pédante, sans importance, voire d'une obstination gratuite. La mort en Occident est aujourd'hui médiatique; elle ne nous diminue pas dans notre substance. D'autres sociétés, celles qui luttent pour le droit à l'existence et à la mémoire, comtemplent leurs morts différemment. Les noms gravés dans la mémoire résistent mieux que les corps, à condition de préserver la capacité des vivants de dire leurs noms.

Faire disparaître les corps, c'est chercher à rendre la mémoire sociale impuissante, comme l'affirme le gouverneur du Shaba dans une interview au journal *Le Potentiel* (Kinshara, 13 juin 1990, p. 10), «C'est de l'intoxication. Un nombre aussi important de décès aurait suscité des deuils partout dans la ville de Lubumbashi.» Le gouverneur Koyagialo, largement tenu responsable du massacre, a reçu comme punition d'être muté au poste de gouverneur de la région du Nord-Kivu. La ville de Lubumbashi a répondu à cette injure par une grève générale qui s'est étendue à d'autres villes minières: Kolwezi, Likasi, Kipushi.*

Le 19 mai, 40 prêtres de Lubumbashi ont signé et distribué dans les églises une lettre: «A 23:30 heures, selon les témoignages concordant des étudiants, intervention brutale d'un commando venu d'ailleurs. Ils opèrent suivant une liste précise de victimes en leur possession. Les méthodes employées (mot de passe: lititi mboka) révèlent des hommes particulièrement bien entraînés à ce genre d'opérations meurtrières: coup de poignard, de baïonnette, de machette sans aucune forme de procès.» (. . .) «Les blessés, dit-on, ne proviendraient que d'affrontements entre étudiants. Comment, alors, les forces de l'ordre qui encerclaient le campus ne sont-elles pas intervenues? Où sont passés les étudiants qui opéraient avec cette sauvagerie la nuit du 11 au 12?»

Un autre document circulant au Shaba donne plus de détails et cite le chiffre de 54 morts:

L'attaque de nuit se fait aussi par plusieurs points; du polytechnique, arrivent les hommes, sur des camionnettes de la garde civile. Tous sont en civil, aucun uniforme. Il semble indéniable que l'on a utilisé des silencieux. Aucun coup de feu n'a été entendu au camp voisin des enseignants. L'opération se fit en allant d'un bloc à l'autre; les étudiants mouchards et les autres ayant le visage passé au noir; mais certains des étudiants on été reconnus. Certains ont d'ailleurs aidé de leurs amis, en faisant mine, p.ex. d'aller tuer quelqu'un dehors, en bas.

Les arrestations arbitraires continuent avec passage à tabac; il arrive qu'on renvoie ensuite les gens ainsi traités, quand on se rend compte qu'ils ne sont pas ceux que l'on cherchait!

Beaucoup n'oublieront jamais le cri des personnes qu'on égorge qui finit dans un gargouillement quand la mort fait son effet.

Un document récent fait le bilan du massacre:

De onze mille étudiants de l'Université de Lubumbashi, environ cinq mille (d'autres estimations font état de quatre mille) vivaient sur le campus (dans l'espace des dortoirs prévue pour 1900). Il semble que le nombre des étudiants tués par l'escadron de la mort, la nuit du 11 au 12, aurait été supérieur à 350 - près de 10%. La revanche d'une région et particulièrement d'un groupe ethnique (celui de trois «espions» et plusieurs hauts dignitaires gouvernementaux) en a été le motif. On a essayé de ne pas tuer les étudiants du Shaba (ils auraient été immédiatement identifiés comme disparus par les parents vivant à Lubumbashi); le pourcentage (des tués) dans le groupe visé est donc en réalité plus élevé. Les étudiants qui ont échappé ont été evacués par les agents du gouvernement qui leur ont offert de prendre le train gratuitement, etc. Ainsi, il est impossible de recenser les étudiants pour savoir combien sont disparus.

L'opposition établit les noms des morts, la presse belge (Le Soir et La Libre Belgique) commence à les publier. Le gouvernement zaïrois, par une réaction habile, s'oppose à cette action, tout comme elle refuse de constituer une commission internationale d'enquête. Selon lui, il s'agirait de l'intoxication faisant partie d'un autre acte du conflit belgo-zaïrois. Tout comme le gouverneur du Shaba, on affirme qu'il n'y aurait eu que 14 blessés lors d'une (bagarre ethnique) entre les étudiants; on dit que faute de corps il est inutile de faire une enquête puisqu'il n'y a pas d'évidence d'un massacre.

Au Zaïre, comme ailleurs en Afrique et dans le monde, les étudiants constituent un groupe social autant instable dans sa composition que constant dans la conviction qu'ils représentent la conscience et l'avenir de la nation. Les étudiants confondent volontiers la défense de leurs intétêts particuliers (bourses, conditions d'études, etc) et la lutte pour la démocratie, pour les droits des opprimés, etc. Ils constituent un groupe que tout gouvernement, et particulièrement les gouvernements africains dont les bases sociales sont minces, souhaitent contrôler. Aucun ne peut le supprimer tant pour des raisons économiques (malgré le chômage des diplômés) que politiques (puisque l'éducation est encore perçue comme la seule voie de promotion sociale encore accessible).

A partir de 1960, les étudiants et les universités, en particulier l'ancienne Université Lovanium de Kinshasa, constituent un facteur important dans la vie politique zaïroise. Depuis son accession au pouvoir en 1965, le président Mobutu a cherché à la fois à maîtriser les étudiants et à les acheter individuellement par diverses mesures de faveur. Il a eu beaucoup plus de succès avec les enseignants qu'avec les étudiants. Le renouvellement constant de ce corps a empêché le succès à long terme de l'intimidation et des faveurs passagères. Les manifestations des étudiants de l'Université Lovanium ont ouvert, à la fin des années 1960, une longue partie de bras de fer entre les étudiants et le président. La suppression de l'Université Lovanium, la réforme universitaire, la supression de toute organisation estudiantine, l'enrôlement forcé non seulement dans la Jeunesse du MPR (le parti unique) mais aussi dans l'armée, l'expulsion des étudiants d'un institut de Kinshasa (l'IBTP) de leur campus remis à l'armée et la fermeture de cet institut n'ont apporté au pouvoir que des répits temporaires. Les uns après les autres, les leaders étudiants ont été séduits par le pouvoir, rejoignant les rangs du parti unique et de la cleptocratie gouvernementale. D'autres entraient à l'université, changeaient de stratégie et multipliaient les terrains d'affrontement. Au cours des années 1980, la dégradation matérielle des conditions d'études et d'enseignement a paralysé l'enseignement supérieur; aux universités ne reste que leur nom. C'est un effet indéniable de la crise, devenu état habituel de la société zaïroise, mais aussi une «économie» visant à maîtriser l'université. Désormais les seuls diplômes qui comptent sont acquis à l'étranger alors qu'une bourse constitue une faveur politique ou s'achète. A l'Université de Lubumbashi, toujours sous «la garde de l'armée», il ne resterait aucune chaise, aucun cadre de porte ou de fenêtre. Ce qu'il y avait encore des anciennes bibliothèques serait détruit. Pour remettre les bâtiments dans leur état d'avant le 11 mai, pourtant lamentable, il faudrait au moins trois millions de dollars. Et l'armée continue son occupation.

L'escalade des moyens destinés à maîtriser les étudiants n'a pu conduire qu'à accentuer l'opposition étudiante privée d'espoir. Le pouvoir coopte très peu de jeunes puisque ses moyens sont limités, mais surtout la classe au pouvoir se préoccupe désormais de sa reproduction sociale. Les conditions matérielles font qu'une auto-organisation devient indispensable pour la survie physique créant de nouveaux mécanismes d'action. Les revendications politiques se confondent avec les gestes de désespoir qui frôlent, et pour cause, les émeutes de la faim, alors que les tensions sociales internes font durcir le conflit. Les étudiants d'origine modeste savent que sans changement politique majeur, ils n'ont aucun avenir alors que leur présent est fait de la lutte pour s'assurer un maigre repas par jour. Ceux dont les parents sont influents et riches ne marquent pas de faire sentir leur mépris aux autres, moins nantis. Les étudiantes rêvent de devenir concubines d'un politicien.

La coopération internationale et les moyens propres de la classe politique ne permettent plus à la majorité de leurs enfants (de plus en plus nombreux, puisque tout homme politique qui se respecte a quelques épouses - (bureaux)) d'étudier à l'étranger. Plusieurs d'entre eux doivent donc, au moins, commencer leurs études au pays où la création d'universités privées s'avère lente.

Les diverses manifestations étudiantes, constituées de gestes violents, sont devenues l'ordinaire de la vie zaïroise. On laisse habituellement pourrir les grèves puisqu'elles changent peu le quotidien; pour d'autre raisons les instituts d'enseignement supérieur ne fonctionnent que par intermittence. Le scénario actuel comprend un échange des coups: les étudiants s'attaquent aux biens ou s'emparent des personnes: parlementaires, politiciens. Ils s'en prennent à d'autres étudiants qui travaillent, ou sont supçonnés de le faire, pour les services de sécurité (il y en a actuellement quatre parallèles au Zaïre). Le pouvoir répond par des coups de force. La nuit, un commando descend dans les dortoirs pour frapper et de plus en plus souvent pour tuer. Depuis plus d'un an, les bilans de ces actions se soldent par de nombreux morts. Ces descentes ont l'avantage de ne toucher que les pauvres; les enfants de riches logent ailleurs. Les leaders étudiants disparaissent et on découvre plus tard leurs corps massacrés. La méthode est économique et laisse peu de traces permettant d'identifier les responsables. La terreur qu'elle suscite, amplifiée par la rumeur (faute d'information dans les médias), permet de prévenir une explosion générale.

Le discours présidentiel du 24 avril,

Voir "Massacre" à la p. 6

Massacre

Suite du la page 5

annonçant les mesures de libéralisation dont le retrait du président Mobutu (fondateur du parti unique) de son propre parti, a été interprété comme un lâchage de lest. Les gens ordinaires y ont trouvé un ballon d'oxygène; la classe politique a été prise de panique. Les hommes placés aux commandes de divers services de la répression se sont vus victimes de la démocratisation. Partout au pays les incidents éclatèrent, surtout après le discours du 3 mai, annonçant que la démocratie n'était pas pour demain. A Kinshasa, les étudiants ont arrêté et tondu un groupe de cinq parlementaires, les obligeant d'avaler leurs insignes de parti. A Lubumbashi, sur le fond d'une action politique pacifique, se sont greffés deux événements. La fille du commandant de la garde civile aurait insulté des étudiants alors qu'elle traversait le campus dans une voiture militaire. Elle a été arrêtée, malmenée, retenue quelques heures et finalement relâchée. A leur tour les militaires ont pris en otages quelques étudiants. Le jour même, les étudiants ont démasqué un groupe de sept agents de sécurité implantés parmi eux, dont le frère du général Zonghia. Trois ont été capturés, torturés et jetés dans un trou profond. Ils auraient avoué la responsabilité directe dans l'exécution de 23 étudiants au cours des dernières années. Le lendemain matin, les espions ont été repris vivants par l'armée et le campus encerclé. Tout indique que la vengeance qui a suivi a été bien préparée; on a même pris soin d'en informer les victimes comme l'affirment les témoignages des étudiants qui ont survécu:

Des étudiants réussissent individuellement à passer le bouclage. Mais le vendredi 11 au soir, une vingtaine sont arrêtés: ils sont dévisagés à la torche par le colonel Lokyo au camp Mutombo qui leur donne des noms de régions. Il déclare: Vous vous êtes fait justice à votre façon, rentrez maintenant au campus: vous allez subir les conséquences de vos actions!

Ian Buruma vient tout juste de rappeler que la souffrance humaine est aussi teintée de couleur de l'épiderme des victimes: (The suffering of Indonesians, Malayans or Chinese however, fails to strike quite the same chord in most Europeans hearts. They are too far removed from our lives.) (New York Review of Books, 1990, no 37, p. 43). Pour que ce sonstat perde de sa triste actualité, nous devons empêcher que la mémoire des victimes soit effacée. Il faut aussi que les responsables du massacre sachent que la force ne peut pas remplacer la justice, que le cercle vicieux de la violence doit être rompu.

Réserver aux seuls candidats sélectionnés par un jury indépendant, par exemple formé par les églises du Zaïre, l'analyse des candidatures zaïroises aux bourses de la francophonie serait une façon d'honorer les victimes et de signifier aux responsables zaïrois qu'en attendant une commission d'enquête internationale ils ne sont plus crédibles.

B. Jewsiewicki
Histoire
Université Laval

*Ce texte n'aurait pas pu être écrit sans l'aide de nombreuses personnes qui m'ont fait parvenir plusieurs documents dont certains sont cités ici. Il est malheureusement impossible de les remercier sans compromettre leur sécurité.

p.s. Justice et Paix de Bruxelles vient de publier un fascicule de 170 pages intitulé *Que s'est-il passé au campus de Lubumbashi?* alors que les Editions L'Harmattan de Paris préparent deux publications sur la situation actuelle au Zaïre, un Libre blanc reprenant témoignages et autres documents sur le massacre de Lubumbashi, et *Consultation populaire et volonté de changement au Zaïre*, une analyse politique zaïroise de la présente situation politique.

Massacre in Zaire

President Seke Sese Mobutu

On the night of May 11th the security forces of the government of Zaire attacked students on the campus of Lubumbashi University. Amnesty International stated that the security forces reportedly used bayonets and machetes to kill and injure large numbers of students after some students had beaten up some of their colleagues who were suspected of being informers. It has not been possible to ascertain the exact number of those killed but estimates run from 50 to 150. The government has denied the massacre but has refused an independent international inquiry.

CAUT protested the massacre to President Mobutu and demanded an independent international inquiry. FAPUQ supported this action and protested as well. The Government of Canada also protested - see the press release in this section. The letters and press release are printed below. CAUT commissioned an article on the massacre and its background by Prof. Bogumil Jewsiewicki of the Universite Laval who is Canada's leading academic authority on Zaire. The article discusses the pattern of university protest against the authoritarian regime of President Mobutu and the details of the massacre at Lumbumbashi.

At the last summit meeting of la Francophonie, it was decided to hold the next summit in Zaire. The Executive of CAUT will be seeking the advice of the governing Council of CAUT in October as to whether or not we should recommend to the government of Canada to press for the transfer of the summit to another country.

COMMUNIQUÉ - Ministre des Relations extérieures et du développement international - No. 121 - le 31 mai 1990

MME LANDRY PREOCCUPÉE PAR LA SITUATION DES DROITS DE LA PERSONNE AU ZAÏRE

L'honorable Monique Landry, ministre des Relations extérieures et du Développement international, a exprimé aujourd'hui sa vive préoccupation à l'égard des rapports émanant du Zaïre faisant état de tragiques événements survenus le 11 mai dernier à l'Université de Lubumbashi, dans la province du Shaba.

"J'ai été choqué de prendre connaissance d'informations qui viennent de nous parvenir selon lesquelles un certain nombre d'étudiants zaïrois auraient été récemment victimes d'actes d'extrêmes violence commis par des forces de l'ordre du gouvernement du Zaïre", a dit la ministre Landry. "De tels actes doivent être sévèrement condamnés".

Mme Landry a rappelé la grande importance qu'occupe le respect des droits de la personne dans la politique étrangère du Canada.

La Ministre a convoqué le 29 mai l'Ambassadeur du Zaïre accrédité au Canada, afin de lui communiquer ses profonds soucis concernant ces rapports. La Ministre a insisté sur l'importance de faire toute la lumière sur cette situation et, à cet effet, a exhorté les autorités zaïroises de s'assurer que l'enquête qui doit être menée sur cet incident soit ouverte et transparente.

Le 16 juillet 1990
L'honorable Monique Landry
Ministre des Relations extérieures et du Développement international
Madame la Ministre,

L'Association canadienne des professeurs d'université, qui représente quelque 25 000 professeurs d'université et bibliothécaires professionnels de toutes les provinces du Canada, s'inquiète beaucoup du massacre des étudiants universitaires perpétré à Lubumbashi, au Zaïre, au mois de mai dernier. Nous apprécions la déclaration que vous avez faite le 31 mai, exprimant une préoccupation certaine quant à ces événements et préconisant la tenue d'une enquête ouverte et transparente.

Comme vous le remarquerez à la lecture du document ci-joint, le Comité de direction de l'ACPU, au cours de sa première réunion depuis le massacre, a autorisé que de vives protestations soient adressées au Président du Zaïre. Nous avons également demandé qu'une enquête internationale soit menée. Nous espérons que vous appuierez cette initiative étant donné qu'une enquête locale ne peut vraisemblablement pas être considérée comme impartiale et transparente.

En outre, notre Conseil, qui se réunit en assemblée générale au mois d'octobre, se penchera à cette occasion sur la question de savoir si l'ACPU devrait ou non demander au gouvernement du Canada qu'il recommande aux organisateurs du Sommet de la Francophonie de choisir un autre pays hôte que le Zaïre. Nous vous ferons part de l'issue de cette discussion. D'ici là, nous vous serions reconnaissants de nous tenir au courant de tous les détails que vos représentants pourraient découvrir en ce qui a trait à cet épisode violent.

Je vous prie d'agréer, Madame, l'expression de mes sentiments les meilleurs.

Le Président,
Robert Kerr

Montréal, le 24 juillet 1990
L'honorable Monique Landry
Ministre des Relations extérieures et du développement international
Madame la Ministre,

La fédération des associations de professeurs d'université du Québec, organisme qui représente 4 000 professeurs, déplore vivement le massacre d'étudiants universitaires perpétré, en mai dernier, à Lubumbashi, au Zaïre. Nous apprécions la déclaration qui vous avez faite à ce sujet, déclaration qui exprime une préoccupation certaine quant à ces événements et qui préconise la tenue d'une enquête ouverte et transparente. Nous avons d'ailleurs appuyé vos propos dans une lettre adressée aujourd'hui même au président du Zaïre, le maréchal Mobutu Sese Seko.

En outre, lors de sa réunion de septembre prochain, notre Bureau de direction se penchera sur l'opportunité de demander aux gouvernements du Québec et du Canada de recommander aux organisateurs du Sommet de la francophonie de choisir un autre pays hôte que le Zaïre pour tenir la prochaine réunion des chefs d'Etat. Nous vous ferons part de l'issue de cette discussion. En attendant, nous vous serions reconnaissants de nous tenir au courant de tous les développements dans cette affaire.

Je vous prie d'accepter, Madame la Ministre, l'expression de mes sentiments les meilleurs.

Francyne Goyer
secrétaire-trésorière
FAPUQ

CAUT and Canadianization

The Canadianization Debate

Do Canadian universities give a fair shake to Canadian candidates for jobs? That question has troubled academe in this country for thirty years. It has now bubbled up again, partly because of the Free Trade Agreement and partly because universities are hiring again in what promises to be a tight national and international market. As a consequence the governing Council of the Canadian Association of University Teachers (CAUT) has established an Ad Hoc Committee which is actively reviewing the issue and is expected to report back to Council during the current year.

In the 1970s there was a vigorous debate within CAUT on the merits of a Canadianization policy. This was not surprising since 75% of those hired in 1972 were neither Canadian citizens nor landed immigrants. Those who favoured a Canadianization policy argued that it was foolish and unfair to Canadians for this country to pursue a policy of free trade in academics when the United States and most other countries did not. This meant, for example, that Americans, in particular, could secure permanent posts in Canada while Labor Department regulations in the United States prevented most Canadian academics from securing a permanent post in that country. Others suggested that the Canadian identity, particularly in the humanities and social sciences, was being overwhelmed by Americans who refused to recognize the Canadian experience as a valid area of research and academic discourse. Still others identified abuses where particular departments appeared to favour their friends and students from abroad at the expense of Canadian candidates. These positions were summed up in the volume written by Professor Tom Symons and commissioned by the Association of Universities and Colleges of Canada (AUCC) entitled, *To Know Ourselves: the Report of the Commission on Canadian Studies, 1975 and in Robin Mathew's and James Steele's book, The Struggle for Canadian Universities*, which was published in 1969.

It was, perhaps, ironic that the AUCC sponsored the Symons Commission, for AUCC has remained generally opposed to any regulation internal or external of the appointment process. As a result AUCC did not favour a Canadianization policy. The argument made by AUCC at the time, and echoed by some members of CAUT, was that university departments should be free to hire whomsoever they chose on the international market and that this process would guarantee the choice of the best candidates. Only the department was qualified to judge the credentials of job applicants. Any regulations, and particularly a Canadianization policy, it was suggested, would mean that sooner or later Canadian universities would be forced to hire inferior Canadian candidates at the expense of superior foreign ones.

This debate greatly divided CAUT in the seventies (for a summary of it, see *CAUT Bulletin*, vol.22, no.3, Jan. 1974). In 1969 the Executive and Finance Committee had taken the position that competence should be the criterion for hiring. It rejected quotas or regulations which would require some fixed proportion of faculty or of new appointees be Canadian citizens or that would reduce or restrict the rights ofnon-Canadians. There then followed eight years of vigorous debate. In 1974 the governing Council rejected the proposals of a sub-committee for appointment guidelines. However, three years later the Council adopted an amended version.

The CAUT Policy

The Council called on Canadian universities and their administrators to create an effective self-policing mechanism to ensure that the hiring policies of the universities would be such that ". . .qualified Canadians be given opportunities for employment at Canadian universities" and that the universities effectively play their role in the development of community and national identities within this country by having a body of professors "familiar with the Canadian situation and. . .committed to the development and enrichment of the Canadian community".

CAUT specifically recommended that there be an effective university-wide committee in every university to review all departmental recommendations with a view to ensuring that the qualifications listed were reasonable and that an active effort had been made to recruit Canadians. Any department seeking to make an appointment of a non-Canadian should have to justify that proposition to the university review committee and show that the non-Canadian was academically superior to the Canadian candidates. In other words, the committee would have the power to say no. Virtually no Canadian administrators were prepared to support such arrangements and, as a consequence, almost no such committees were created. It was predicted during the CAUT Council meetings that, if universities refused to create such self-policing mechanisms, then the federal government would almost certainly intervene.

Federal policy - two-tier advertising

The federal government did indeed act. In 1977 the Department of Employment and Immigration (EIC) issued regulations concerning the immigration of academics which required that all posts be advertised in Canada. Prior to this the AUCC had fought a long war with CAUT to try to prevent the mandatory advertising of academics posts. (See "Onward from 1911", *CAUT Bulletin* Vol. 22, No.3, January, 1974). The effects on the hiring process were

See "Canadianization" p. 14

Canadianisation et l'ACPU

Le débat sur la canadianisation

Les universités canadiennes agissent-elles de manière équitable envers les candidats canadiens en matière d'emploi? Cette question préoccupe le monde universitaire au Canada depuis 30 ans. Elle refait maintenant surface, en partie à cause de l'Accord sur le libre-échange et en partie parce que les universités recommencent à embaucher dans un marché national et international qui s'annonce saturé. C'est ainsi que le Conseil de l'Association canadienne des professeurs d'universités (ACPU) a créé un comité ad hoc qui réétudie activement la question et doit lui faire rapport pendant l'année en cours.

Pendant les années 1970, un vif débat avait cours au sein de l'ACPU sur le bien-fondé d'une politique de canadianisation. Rien de surprenant à cela puisque 75 % des personnes embauchées en 1972 n'étaient ni des citoyens canadiens ni des immigrants reçus. Ceux qui préconisaient une politique de canadianisation faisaient valoir qu'il était ridicule et injuste pour les Canadiens que le Canada applique une politique de libre embauche des universitaires alors que les États-Unis et la plupart des autres pays ne le faisaient pas. A titre d'exemple, cela signifiait que les Américains, en particulier, pouvaient obtenir des postes permanents au Canada alors que la réglementation du ministère du Travail des États-Unis empêchait la plupart des universitaires canadiens d'obtenir un poste permanent dans ce pays. D'autres prétendaient que l'identité canadienne, surtout dans le domaine des sciences humaines et des sciences sociales, était menacée par les Américains qui refusaient de reconnaître la réalité canadienne comme un domaine valable de recherche et de réflexion. D'autres encore relevèrent des cas d'abus où des départements en particulier semblèrent favoriser leurs amis et des étudiants étrangers au dépens de candidats canadiens. Toutes ces questions firent l'objet d'un résumé dans le livre du Professeur Tom Symons et de James Page, commandé par l'Association des universités et collèges du Canada (AUCC) et intitulé *Se Connaître : rapport de la Commission sur les études canadiennes, 1975*, et dans celui de Robin Mathews et James Steele, publié en 1969 et intitulé *The Struggle for Canadian Universities.*

Peut-être est-il ironique que l'Association des universités et collèges du Canada ait parrainé la Commission Symons, car elle s'est en général opposée à toute réglementation, interne ou externe, du processus d'embauche. Ainsi, l'AUCC ne préconisait pas une politique de canadianisation. L'argument soulevé par l'AUCC à l'époque, et repris par certains membres de l'ACPU, était que les départements des universités devaient être libres d'embaucher qui ils voulaient à l'échelle internationale et que ce procédé allait assurer le choix des meilleurs candidats. Seul le département était en mesure d'évaluer les qualifications des postulants. Toute réglementation, et plus spécialement une politique de canadianisation, avançait-on, signifierait que tôt ou tard, les universités canadiennes seraient forcées d'embaucher des candidats canadiens de calibre inférieur aux dépens de candidats étrangers de calibre supérieur.

Ce débat créa de profondes divisions au sein de l'ACPU dans les années 1970 (lesquelles sont résumées dans le *Bulletin de l'ACPU*, volume 22, no 3, 1974). En 1969, le Comité de direction et le Comité des finances se prononcèrent en faveur de la compétence comme critère d'embauche. Ils rejetèrent les quotas ou la réglementation qui imposeraient quelque pourcentage déterminé des professeurs ou des nouveaux titulaires soient des citoyens canadiens ou qui diminueraient ou restreindraient les droits des non-Canadiens. Un vif débat se poursuivit ensuite pendant huit ans. En 1974, le Conseil rejeta les propositions d'un sous-comité portant sur des lignes directrices en matière d'embauche. Toutefois, trois ans plus tard, le Conseil adopta une version révisée de ces lignes directrices.

La politique de l'ACPU

Le Conseil fit appel aux universités canadiennes et à leurs administrateurs pour qu'ils créent un mécanisme d'autoréglementation efficace afin d'assurer que la politique d'embauche permette aux Canadiens possédant les qualifications requises de jouir de possibilités d'emploi dans les universités canadiennes (traduction) et que les universités jouent efficacement leur rôle dans le développement de l'identité des communautés et de l'identité nationale au Canada grâce à un corps professoral

au fait de la situation canadienne et engagé à participer au développement et à l'enrichissement de la communauté canadienne (traduction).

L'ACPU recommanda plus particulièrement que chaque université se dote d'un comité efficace, à l'échelle de l'université, pour revoir toutes les recommandations des départements afin de s'assurer que les qualifications requises soient raisonnables et que des efforts sérieux aient été faits pour embaucher des Canadiens. Un département voulant embaucher un citoyen étranger devrait avoir à justifier sa décision devant le Comité de révision de l'université et à démontrer que ce citoyen est supérieur, au plan pédagogique, au candidat canadien. En d'autres mots, le Comité aurait le pouvoir de refuser. Pratiquement aucun administrateur au Canada ne se montra disposé à appuyer un mécanisme de ce genre et, par conséquent, à peu près aucun comité du genre ne fut créé. L'on

Voir "canadianisation" à la p. 13

Academic freedom: the case of Kenya

Kenya is very much in the news these days. Earlier this year the Foreign Minister, Robert Ouko, was murdered in suspicious circumstances, and, at the time of writing, the government has refused to release the report of the investigation it commissioned from Scotland Yard. There have been demonstrations and riots against the one-party state and the authoritarian rule of President Daniel arap Moi which have led to a number of deaths and many arrests. The western press has expressed great surprise about these developments since it had for many years portrayed Kenya as a model of African economic development and a staunch ally of the west. This was equally true of western governments who were anxious to keep the port of Mombasa within the ambit of the western world, a point of view much reinforced by recent events in the Persian Gulf. For instance, last year an official of the Canadian Immigration Department explained in a program on immigration policy that Canada would not admit student refugees from Kenya even though they were sponsored by the United Nations High Commissioner for refugees because we would not wish to offend a friendly government.

Authoritarianism in Kenya, however, was not born in the last few years. It has been a characteristic of the country since independence. Jomo Kenyatta led Kenya to independence in 1963 and between then and his death in 1978 created a political order based on the colonial structure bequeathed by the British in which he de facto abolished the opposition political parties. President arap Moi has continued these traditions and made them considerably more repressive, particularly after an abortive coup in 1982 which had, itself, followed the decision to make Kenya legally a one-party state.

In the heady days of African independence in the early sixties, many liberal academics inside and outside of Africa assumed that the one-party state was a necessity, given the multi-ethnic nature of most African countries. They also assumed, incorrectly as it turned out, that the liberal dissenting university could be accommodated within such political structures. In fact, however, when dissent was banned on the party political stage, it sought other forums, one of which was the university. It was not in the nature of universities in the liberal tradition simply to repeat the political slogans of their rulers but to subject politics, economic structures, aid and development policies and the like to debate and critical analysis. This was not at all what the new authoritarian rulers, whether civilian or military, had in mind.

In Kenya since the late 1960s there has been a pervasive pattern of university closures, arrests and government encroachment upon the academic freedom of faculty and students since the late 1960s. Prof. Jim Reid wrote about this in the *CAUT Bulletin* in 1982 and 1983, and the situation has certainly not changed for the better since then.

The reactions of the Kenyan government to demonstrations of opposition on the part of university faculty and students have been quite dramatic. Since the passage of the Public Security Act in 1968, individuals may be arrested and detained for any length of time. This legislation has led to the arrest of a number of students and academics over the course of the last twenty-two years. Several dissidents have left Kenya and have formed a small, but vocal, opposition to the Moi regime. The most famous of these is the novelist and academic Ngugi wa Thiongo, who spent one year in jail (1979/80) and thereafter has remained in self-imposed exile. Other detentions have occurred, the most numerous immediatly after the 1982 coup attempt, when sixty-one students and seven lecturers were arrested. Most of the students were members of the Student Organization of the University of Nairobi (SONU), which was later banned. Eventually, six students were found guilty of sedition and sentenced in what was thought to be an example to the rest of the academic community. The government also banned the union which represented the academic staff and arrested a number of academics. Repression was has not been on the scale of bloodthirsty dictators such as Amin, Bokassa or Hitler, but nevertheless there were a number of political murders, of which that of J.M. Kariuki; former Mau Mau detainee and political critic of the regime, became a symbol for students in the eighties. There has been no satisfactory accounting of the number of deaths during the abortive 1982 coup, and the recent disturbances also resulted in a number of deaths.

President of Kenya Daniel arap Moi

Another method which the Kenyan government has employed frequently to deal with unrest at the universities is to simply close them down for various periods of time. In all, there have been at least eighteen separate university closures in Kenya since 1964. Some have been for over a year, during which students have had to report weekly to their tribal elders. Upon returning to classes, students have been forced to sign contracts to guarantee their quiescence. In addition, some have been made to serve in the army for a period of months in order to become eligible to attend university. Thus, not only have classes been regularly disrupted and the normal administration of the universities been made extremely difficult, the government has taken direct control of the university system. In retrospect, the guarantee of academic freedom included in the original constitution of the University of Nairobi, for example, has not been effective in the least.

The structure of the universities has been altered to serve the needs of the state, as well as to lessen dissent. This has been accomplished in a number of ways. Students fees have been adopted as a means of weeding out possible problem students, since the grants given by the government, which have become ever more necessary because of the fees, have been used as a means of political patronage. Very stringent controls were placed upon the eligibility requirements for those allowed to study outside the country, for criticism of the regime abroad has always been a sore point with the Kenyan ruling elite. The University of Nairobi has been dissolved and reconstituted into six constiuent colleges so as to make it easier to disperse opposition and to keep track of troublemakers. Finally, the government has placed more importance upon the applied sciences as opposed to the social sciences and the humanities. This policy was partially put into effect by the creation of Moi University in Eldoret where it was hoped that isolation and a focus on science and applied disciplines would curb dissent. These final measures were taken in the belief that the more scientifically oriented fields promoted much less political opposition. The public position of the Kenyatta and Moi regimes, particularly the latter, is that the students and faculty at the universities should be grateful for having the opportunity to receive a higher education and thus to enter the elite. Those who protest, they argue, are perverse and ungrateful.

These measures and the countless violations of the most basic principles of academic freedom have failed to quell the endemic confrontations between the universities and the one-party state in Kenya. As the most recent violence indicates, the situation in Kenya has not stabilized. The calls for an end to the one-party state, political corruption, and an improvement in the economic plight of the country have spread beyond the campuses. The tendency for this opposition to coalesce at the universities has been clear from the late 1960's and the escalation of the level of conflict is indicative of the belief that new ideas are needed to reform Kenya. Academic freedom is but one issue which needs to be resolved by Kenyans, and there is by no means an easy solution available without fundamental change.

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Résumé - article sur le Kenya

La presse occidentale a manifesté de la surprise face aux protestations violentes survenues récemment au Kenya contre la règle d'un parti unique et le meurtre du ministre des affaires étrangères. Pourtant, il ne faudrait pas se surprendre. Depuis l'indépendance, l'autoritarisme a pris de l'ampleur. Nulle part ailleurs cette constatation est-elle plus marquée que dans les relations entre les universités et l'état. Les gouvernements des présidents Kenyatta et arap Moi ont régulièrement restreint les critiques et la liberté universitaire au Kenya, en particulier depuis le coup d'état avorté en 1982. Le présent article explique cette histoire et les moyens utlisés pour réprimer la collectivité universitaire.

Funds for U.S. - Canada Fulbright Programme

The government of Canada is to provide a $227,000 to the Canada - U.S. Educational Exchange Foundation. The foundation administers an exhange programme for teaching and research on Canadian and U.S. studies as well as on Canada - U.S. bilateral relations. There will also be a natching grant from the U.S. government.

The Foundation was established in February of this year when an agreement weas signed by the Right Honorable Joe Clark and James Bakeer, the U.S. Secreatary of State. It is part of the Fulbright Educational Exchanges, which is a U.S. governm,ent academic programme involving 130 countries.

There is a joint board which draws its membership from both countries. The first Chair of the Board of Directros will be Dr. Patti McGill Peterson, President of St. Lawrence University in Canton, N.Y.. Its first Executive Director will be Dr. Viktor Konrad who is the current President of the Association for Canadian Studies in the U.S.

Direction des universités au Canada

Au nom de l'ACPU, MM. Peter King, Donald Savage et Claude Dionne ont soumis le présent mémoire à la commission chargée d'étudier la direction universitaire à l'Université Laval.

1. Depuis longtemps, la structure de la direction des universités canadiennes préoccupe l'Association canadienne des professeurs d'université (ACPU). En 1966, l'Association, de concert avec l'Association des universités et collèges du Canada (AUCC), parrainait une commission dirigée par sir James Duff et Robert O. Berdahl sur la direction des universités au Canada. L'ACPU a également appuyé la publication de l'ouvrage A Place of Liberty, édité par George Whalley et publié par Clarke Irwin en 1964. En outre, le Conseil de l'ACPU a récemment autorisé la mise sur pied d'une nouvelle commission chargée d'étudier la direction des universités à la lumière des événements qui ont marqué ces établissements depuis les années 1960. La Commission, qui est composée de Naomi Griffiths (Histoire, Carleton), Guy Bourgeault (Education, Montréal) et Ernst Benjamin (secrétaire général, American Association of University Professors), publiera une série de rapports provisoires portant sur les rôles des administrateurs, des sénats, des conseils et autres avant de rédiger son rapport final. Son mandat, tel qu'approuvé par le Conseil, est joint au présent document. Il est évident que nous ne pouvons prévoir les conclusions de la Commission. Toutefois, ce que nous avons à dire à la Commission à Laval reflète l'opinion actuelle de l'ACPU.

2. La création de la Commission Duff-Berdahl fait suite à la grande insatisfaction à l'endroit de la direction des universités canadiennes, insatisfaction exprimée vivement dans l'ouvrage intitulé A Place of Liberty. Il y a de nombreux points de mécontentement. A l'époque, beaucoup d'universités canadiennes étaient des autocraties dirigées par des présidents ou des recteurs qui avaient le plein pouvoir; certains étaient bienveillants, d'autres ne l'étaient pas. Dans les universités où l'on a introduit le bicaméralisme (c'est-à-dire un sénat et un conseil des gouverneurs), ce dernier n'a pas donné lieu au type d'autogestion interne que de nombreux professeurs canadiens avaient observé au Royaume-Uni et espéraient voir recréé au Canada. Contrairement à leurs contreparties britanniques et américaines, les sénats des universités canadiennes de l'époque n'étaient pas composés que de professeurs; ils comptaient un petit nombre de professeurs élus et n'avaient généralement aucun pouvoir sur le plan financier, ce qui limitait leur capacité à amorcer une planification universitaire à long terme.

3. Dans ses recommandations, la Commission Duff-Berdahl était catégorique : le sénat des universités devait jouer un rôle de premier plan dans l'élaboration de politiques universitaires et la majorité de ses membres devait être élue par les membres du corps professoral. Le sénat serait, selon les membres de la Commission, composé en grande partie de professeurs élus et d'administrateurs de l'université. Ce faisant, ils voulaient donner une forme législative à l'idée de collégialité. L'objectif était d'obtenir une université la plus autonome possible. Ils reconnaissaient que les compétences juridiques et la responsabilité financière finale devaient incomber au conseil des gouverneurs, mais ne croyaient pas que le conseil avait le droit de diriger l'université.

Dans l'ouvrage qu'il a publié en 1964 (A Place of Liberty), Maxwell Cohen, ancien doyen de l'Ecole de droit de l'université McGill, écrivait que le sénat devait avoir des compétences importantes dans presque tous les volets de la vie universitaire, bien que l'autorité finale de jure devait incomber au conseil. Il ajoutait que le sénat devait être la tribune la plus importante chargée de l'élaboration et de la mise en oeuvre de politiques universitaires d'importance ainsi que du perfectionnement des techniques visant à démocratiser l'embauche de cadres supérieurs dans les universités.

4. La Commission Duff-Berdahl voulait persuader la majorité des universités canadiennes d'amender leur constitution afin de permettre l'élection de membres du corps professoral au sénat de l'université. Toutefois, cette intention n'a pas donné lieu à la création de la structure d'autogestion collégiale qu'elle avait prévue. Plusieurs raisons expliquent ce fait, mais la plus importante est sans aucun doute la montée de deux idées opposées concernant l'université en tant que société bureaucratique, qui ressemblerait soit à un ministère soit à une entreprise privée. Dans ce contexte, les administrateurs préféraient ne pas tenir compte des sénats ou traiter ces derniers comme des organismes chargés d'approuver pro forma des politiques déjà entérinées afin qu'elles soient plus vraisemblables.

5. Une telle approche d'entreprise est fondée sur un certain nombre d'idées fausses et d'illusions, notamment qu'elle serait plus efficace du point de vue administratif, plus productive et plus apte à améliorer davantage les liens avec l'industrie et les entreprises dans le domaine de la recherche et plus responsable quant à l'éthique professionnelle et les normes de l'université.

-On ne peut prouver que les gens d'affaires ou les bureaucrates savent mieux comment diriger une université que la communauté universitaire elle-même.

-Il n'y a que peu de preuve, voire aucune, démontrant que le modèle de direction des gestionnaires engendre ou favorise l'excellence ou la créativité. En fait, l'ouvrage populaire In Search of Excellence laisse entendre tout le contraire - il laisse entendre que même dans les entreprises, la créativité est engendrée par la décentralisation et non par la structure de direction. On aurait pu croire que l'échec essuyé par l'économie de direction de l'Union soviétique, non seulement au niveau de l'approvisionnement en pain et en viande, mais également au niveau de la direction des universités, aurait calmé les ardeurs des adeptes de ce modèle.

-Il n'y a que peu de preuves, voire aucune, établissant la nécessité de telles structures en vue de promouvoir les relations entre les universités et les entreprises dans le domaine de la recherche et du développement. Les universités Harvard, aux Etats-Unis, et Cambridge, au Royaume-Uni, illustrent bien les relations actives entre les universités, d'une part, et les entreprises et le gouvernement, d'autre part. Il est indéniable que, quelles que soient leurs structures officielles, ces deux institutions sont surtout dirigées par les membres de la communauté universitaire.

-Il n'y a que peu de preuves, voire aucune, établissant la nécessité de telles structures en vue de promouvoir l'efficience bureaucratique dans la réalisation du travail de l'université. On devrait davantage se demander si le gouvernement fournira les fonds nécessaires pour que l'université puisse attirer des gens (administrateurs financiers, comptables, analystes concepteurs, secrétaires, etc.) compétents.

-Il n'y a que peu de preuves, voire aucune, établissant que de telles structures sont nécessaires pour promouvoir l'éthique professionnelle. L'ACPU a elle-même élaboré une politique sur l'éthique professionnelle à l'intention des professeurs. Nombreuses sont les universités qui, dans leurs conventions collectives, ont négocié des articles sur les droits et les responsabilités des professeurs au niveau de la recherche et de l'enseignement universitaires. Les spécialistes de différentes professions ont élaboré des codes de déontologie. Tous ces faits semblent indiquer que la communauté universitaire peut très bien veiller sur elle-même. En fait, les universités sont les pionniers dans tout le domaine de la déontologie. Ce sont plutôt les entreprises et les professionnels qui copient notre façon de faire et non pas l'inverse.

6. L'autre démarche possible consistait à abolir le sénat et le bureau des gouverneurs pour mettre sur pied un système de direction unicaméral. On a tenté l'expérience à l'Université de Toronto, mais l'ancien président de l'Association des professeurs de l'Université de Toronto vous confirmera que l'expérience s'est révélé un échec. On se contentera de dire ici que cette expérience renforce l'opinion des professeurs selon laquelle ceux-ci ne participent que peu à la gestion de l'université et que l'entreprise universitaire est dotée de structures de direction inadéquates. Non seulement le gouvernement unicaméral de l'Université de Toronto a connu les mêmes problèmes de direction que les autres universités, mais il a connu des problèmes que nulle autre université n'a rencontrés.

7. L'incapacité de créer une collégialité efficace au sein de la communauté universitaire canadienne a donné lieu à une intensification des négociations collectives. Si la communauté universitaire n'était pas en mesure d'assurer la direction de sa propre destinée par le biais de structures politiques autogérées, elle chercherait à obtenir cette autorité partagée par le biais de la négociation collective. Cette situation s'est produite en grande partie dans les domaines liés au bien-être économique et aux droits et responsabilités des professeurs. Mais la négociation collective ne touche généralement pas le volet pédagogique des activités universitaires. Ainsi, le besoin de structures assurant l'autogestion efficace des domaines de politiques universitaires demeure clair et évident.

8. Les universités constituent un type d'organisation différent des entreprises privées ou publiques. De nombreux commentateurs se sont moqués de l'analogie avec les entreprises. L'un deux, Thorstein Veblen, a parlé des immortels capitaines de l'érudition dans son ouvrage intitulé The Higher Education in America; c'est en effet en ces termes qu'il décrivait les recteurs qui imposaient cette structure d'entreprise à la direction de l'université. Par ailleurs, Donald Rowat, au chapitre "The Business Analogy" de son ouvrage intitulé A Place of Liberty, s'opposait également à une analogie avec les entreprises. L'université ne vend pas de produits manufacturés, mais se consacre à l'enseignement, à la recherche et à des réflexions sur le passé et l'avenir du Québec et du Canada. Elle n'effectue pas d'activités qui peuvent être programmées de la façon dont elles le sont dans les entreprises commerciales ou dans des ministères. Il serait fou de confier la direction efficace des universités à ceux qui sont spécialisés dans leurs propres domaines, et non dans le domaine universitaire.

9. En 1964, Maxwell Cohen écrivait que le succès du système universitaire autogéré dépendait du courage et de la vision de la communauté universitaire. Si nous croyons vraiment en l'importance du travail des universités et en la compétence des professeurs et des administrateurs des universités en tant que professionnels de premier ordre, alors nous insisterons sur l'existence d'une direction autogérée et démocratique.

-Comme c'est le cas actuellement, nous continuerons à rendre compte aux assemblées législatives et aux gens en général de l'utilisation des fonds publics. Ceux-ci peuvent toujours bloquer les fonds s'ils ne sont pas d'accord avec nous. Nous sommes toujours prêts à discuter de meilleurs moyens de justifier l'emploi des fonds dans la mesure où nous ne nous heurtons pas à l'inertie du système bureaucratique.

-Nous avons déjà établi des liens avec les entreprises et le gouvernement, entre autres dans le domaine de la recherche (par exemple la création du programme fédéral de centres d'excellence) et du développement, mais nous continuerons à renforcer ces liens.

-Nous avons déjà élaboré une éthique professionnelle qui oriente nos activités d'enseignement et de recherche, mais nous continuerons à peaufiner cette éthique.

Voir "direction" à la p. 16

Academic Freedom & Tenure Committee Column

Picking and Choosing quality journals

Earlier this year the Academic Freedom & Tenure Committee received from a local faculty association, a series of enquiries which arose from the assessment of faculty members. Their cases raised further interesting questions about research and academic freedom.

In the first of these instances a dean of science had declared a faculty member's research to be unsatisfactory. In part the professor was faulted because he had published work in what was alleged to be a non-refereed journal and one of the weakest in the field.

A diligent grievance officer thought to enquire of the editors of the journal. An extensive reply set out in detail the editorial policies of the journal which included the information that far from not using referees for submitted articles, the journal actually used *five* referees, excluding editors, for each article submitted. The editorial process was described in detail, making it clear that less than 10 per cent of the articles submitted were published without revisions.

In a second case, the same dean had commented that a professor should publish in peer-reviewed journals. The professor interpreted this evaluation as having failed to recognize that, not having an NSERC grant, he had dedicated himself to research in the teaching of his discipline, and particularly the effective use of computer-assisted instruction. The Faculty Association felt that the dean by defining research as "published work at the frontier of one's discipline", was using a restrictive definition. It is also worth noting here that, a couple of years ago, the former President of the Natural Sciences and Engineering Research Council, Arthur May, wrote to Canadian university presidents criticizing the practice of treating the rejection of a grant application as evidence of scholarly inadequacy.

Because the dean appeared to couple his criticisms of the professors' publication records with a specification of which journals the faculty members should publish in, one of the questions addressed to the AF&T Committee was whether an instruction to publish in a specific journal or journals would constitute a violation of academic freedom. The Committee's opinion was that, indeed, the proper interpretation of the Model Clause on Academic Freedom was that an instruction to publish in a specific journal or journals is a violation of academic freedom.

The Committee agreed with the Faculty Association that the proper interpretation of the CAUT Model Clause on Academic Freedom meant that a definition of research as "published work at the frontier of one's discipline" was certainly too limiting. Nevertheless, the Committee recognized that there is, in general, a responsibility on the part of professors to carry on research and scholarship and to disseminate the results of this work.

The assumption that publication in a refereed journal is automatically meritorious may be justified. However, members of the Committee expressed concern that rejection of articles submitted to refereed journals is frequently perceived to connote scholarly inadequacy. It was pointed out that in some fields, authority and orthodoxy take such a strong hold that originality, difference of approach, and particularly attacks on the orthodox and supposedly authoritative, are at a considerable disadvantage, in contrast to the acceptability of the conformist. For example, it is sometimes the case that one person is so generally accepted as the reigning expert in a particular field that he or she is treated as someone whose imprimatur is required before anything in the field can be published.

Neither is it clear that work published in non-refereed journals is, *by that token*, inadequate scholarship. It is particularly the case that work that is motivated by a belief that the hegemony of established disciplines needs to be broken up falls foul of the various establishments, and thus cannot easily find a home in an established refereed journal. There is probably no more basic principle underpinning academic freedom than that which assumes the importance of allowing professors to follow their thoughts wherever they may lead and they may not always lead to articles that can be published in refereed journals.

When it comes to the matter of assessment, the AF&T Committee felt that the important point is that work itself should be fully and fairly evaluated by qualified peer review committees. It is also important that those whose work is under assessment should have the opportunity to respond to any evaluations that are used by those making the assessment.

Alan Andrews

Western faculty associations meet at Saskatoon

"Devil's Island, Marijauna U and the League of Six Nations: Models for Governing the University in the 1990s" was but one subject discussed at the annual meeting of western faculty associations hosted this September by the University of Saskatchewan Faculty Association. Prof. J.R. Miller of the History Department at Saskatchewan discussed under this title how Canadian universities had opted over the years for authoritarian government either of the command or co-option model. He suggested that the Iroquois six nations had, in fact, done a better job of creating political structures to reflect real participation and self-government. In the same session the Executive Secretary of CAUT traced the fate of the Duff-Berdahl Report of 1966 and its solutions to these dilemmas and spoke on the new commission on university governance which CAUT has created.

The same day there was a vigorous discussion of affirmative action/employment equity led by Sylvia Farrant, Western Vice-President, Canadian Advisory Council on the Status of Women, Maureen Kilgour of the CAUT Collective Bargaining Cooperative staff, and Susan Stone-Blackburn, Advisor to the President on Women's Issues at the University of Calgary. Among other matters, it was noted that there had been an effective and widely supported affirmative action program for veterans after the Second World War and that members of the armed services, the RCMP and CSIS continued to have privileged access to federal government jobs from that day to this.

There was also a discussion of early retirement schemes in the West.

The next day Peter Millard, of the Department of English, and Larry Stewart, of the Department of History, at the University of Saskatchewan led a lively debate on evaluating performance in the classroom. Prof. Stewart attacked, in particular, the use of student questionnaires in formal evaluation procedures and urged instead greater emphasis on providing assistance to those who wished or needed to improve their teaching. Prof. Millard suggested that student questionnaires, properly validated, could be useful provided there were proper appeal mechanisms. Discussion revealed that practice in this area was frequently ad hoc, unscientific and unjust. It was indicated that some faculty associations had negotiated either the ground rules or the actual teaching questionnaire as part of the collective agreement in order to prevent administrative high-handedness. Nor was it impossible under Canadian collective bargaining law for the association to bargain for the creation of teaching improvement centres where they do not now exist.

In the final session Gordon Unger, Executive Secretary of the Assoiciation of the Academic Staff of the University of Alberta spoke on how a faculty association must decide various questions about its role in the university and in the province before it can rationally structure its own bureaucracy. Bill Cullen of the University of British Columbia indicated how the UBC Faculty Association was considering restructuring itself with a board of representatives and delegates in each department. There was also discussion of the plan of the UBC Faculty Association to represent in negotiations tne middle management of the university as is the case currently at the University of Alberta and the University of Regina.

CAUT testifies at Laval

In the middle of September CAUT in the persons of Peter King, Claude Dionne and Donald Savage, testified at an inquiry into the structure of governance at Laval.

Initially the university administration had decided to alter the structure and upon the intervention of SPUL set up an inquiry.

In its presentation CAUT stressed the history of changes in the governance of universities from autocratically administered institutions to ones in which senates had more say in policy. Further, it emphasised that the goal was to ensure that the membership of senate had a majority of elected faculty.

The brief draws attention to the major competitors to this model of university governance: the university as a bureaucratic corporation either in the form of a private business or in that of a government department. Both of these emphasise the command model of governance and the brief points out that there is no evidence that this is encouraging of creativity and excellence. Nor are there any other compensating advantages of the command model such as promoting university/.business relations in research and development. Some notable universities which are essentially run by their faculty - Harvard and Cambridge for example - have good relationships in this area.

In another important area that of professional ethics - the place of faculty has been that of pioneers in the development and articulation of policies.

Nor, the brief states, is there any reason to think that a command model of university governance would improve the technicalities of running the university so that bureaucratic effeciency was improved. To achieve improvement in that area what is needed is more money to employ specialists to do the jobs.

The brief emphasises that academics already have, and are willing to develop further, means of accounting for their actions, policies on standards of professional behaviour and connections outside the university. CAUT, the brief summarizes, is committed to an accessible university and a university in which policy development is public and open: not created behind closed doors.

In all this, the particular governing structure is less important than that universities should be self-governing.

At the same hearing, Professor Fred Wilson, the CAUT Vice-President, made a presentation in his role as Past President of the University of Toronto Faculty Association. He brought particular knowledge about the changes in the governing structure at the University of Toronto where there has been development away from a unicameral system.

Book Review

Bruce Wilshire; The Moral Collapse of the University: Professionalism, Purity and Alienation Albany: State University of New York Press, 1990, 287pp. hardcover.

With sensitivity and conviction, Bruce Wilshire examines the historical, institutional, and individual-centered conditions for the malaise and failure of the contemporary university. Through deep reflection and unfiltered honesty, he explores his place within the university in an attempt to recover the authenticity of the educating act and the meaning of being human. In the course of twelve chapters (organized into three parts), Wilshire's intellectual voyage and phenomenological journey leaves a trail of pedagogical insights, some borrowed, most his own. These quotes are illustrative:

> Contrary to cliché, the university is not an ivory tower. It is porous and light and carried in the prevailing secular wind of linear thinking, "rational management", "productivity", modularity, and bureaucracy (131).
>
> We ought to remember also, I said, that Socrates and Jesus seem not to have written or published anything. It is immensely difficult to find numbers to evaluate achievement in teaching (xvi).
>
> More of personal development is asked of one's professional life than it ever should be expected to give. It's as if foreign agents smuggled goods aboard a freighter at night. It is not designed to carry this tonnage; the captain does not know what he has to cope with (70).
>
> In spite of my apparent interest in my students, and the energy I poured into the course, I felt alienated from them at its close. I think I feared a more reciprocal relationship. I, as performing ego, wanted to distance them, perhaps erase them; . . .(32).

The Moral Collapse of the University is not a belated clone of *The Closing of the American Mind*. While acknowledging Alan Bloom's contribution to reclaiming the idea that there are essential truths about the human condition, Bruce Wilshire is very critical of the mind/body split which permeates Bloom's discussion (153-154). In Wilshire's view, the core problem with higher education is the presence of "archaic initiational and purificational practices" which establish a professional academic identity through the "exclusion of the unwashed and uncertified, for example, undergraduate students" (xiii). In effect, academics constitute a professional self by denying the lived experience of the body.

Lingering "behind all the triumphs of modern materialism and technology remains a dread of the body", a desire to "protect its vulnerable cavities", and a need to control its spillable contents (139). Wilshire poignantly shows the implicit connections between the habituated body and social displays of intellect. Others are not to see one's matter (bodily or intellectual) out of place, mistaken, or maladroit (169). Impurities (students) should be excreted since they are pollutants and impediments to the productive process and the establishment of a professional self (152). In uncompromising terms, Wilshire attacks the foundational rot of the academic system which separates students from teachers, and subjugates teaching to research.

For some readers, Wilshire's broad exposition of the historical development of the modern university will be unsatisfying. But by sacrificing treatise for vision, he generates fresh insights into taken-for-granted pedagogical notions. While denying that Descartes should continue to be treated as a sort of universal whipping-boy for Western academic problems, Wilshire remains very critical of the pervasiveness of positivism. Acceptable canons of knowing, rooted in 17th century ways of thinking, have institutionalized the idea that mind is distinct from and superior to body. Under "the guise of being the most scientific and progressive philosophy", logical positivism has perpetuated a theory of knowledge which is divorced from the "archaic, moody background and the sensuous reality of our bodies" (201-202). Despite the emergence of alternative ways of knowing, positivism continues to exert undue influence, for it cripples the imagination, subjugates the emotive to the cognitive, and reduces meaning to correlation and cause-effect. Without meaning, there is no moral energy. Without morality, education has no direction.

Because the contemporary university "perpetuates the implicit dogma that there is no truth about the human condition as a whole" (40), "it finds no place for us as integral beings in an integral world" (xx). Thus, education for life need not be one of the university's tasks. "The idea sounds either too easy, too amateurish, or too hard" (72). All the essential features of the educating act are threatened by academic professionalism which, unaware of its limitations, denies the possibility of holistic education. Wilshire questions the reward system which encourages faculty to seek meaningful identities beyond the university, often at the expense of students who are a burden and "reminder of personal development left unattended" (73). And he condemns professors who make huge sums of money doing research unrelated to broader educational goals. In his opinion, they "might just as well be working for International Harvester and filing quarterly reports with stockholders" (248-249).

Reflecting on the forces which deposit many students in the university, Wilshire is concerned about the alienating view of education as just another commodity, one which "can be bought by paying fees and serving time" (13). Classroom life has become unhinged from students' personal lives. Moreover, students' "critical intellects" are split from their "instincts and feeling" (16). The "weightiest reason for the lack of self-understanding within the university" is a failure to recognize the energies which "compose the professional-scholarly self", and thus the reasons for "phobic exclusions of potentially polluting others" (42). "If we would restore the university to its educational and moral course, we must rethink what it means to be a human being" (xxiv).

After accounting for the failings of the contemporary university, Wilshire offers proposals for change, many of which are essentially ways of "recovering from positivism". Some are restatements of organizational clichés which are often spoken, but seldom acted upon. For instance, we must acknowledge (and reward) the natural divison of talents, allowing only those with pedagogical strength to teach and administer for teaching (230-234). Much stronger suggestions arise from Wilshire's reflexive exploration of the educating self. For example, he calls for an open and honest disclosure of the university's purpose, whatever it may be. If undergraduates are not really a major concern, then this should be stated plainly, for education "is basically a moral relationship between persons devoted to truth" (228-229). In another vein, Wilshire calls for a "shake up" of the "interlocking directorate: professionalized university, professional academic associations, funding foundations and agencies, (. . .) and publishing houses" (248). There are serious biases in deciding who and what gets published. A slim volume of great imagination may be lost relative to a thick, pedantic, academically sound treatise (xvi).

The modern university has eclipsed those energies which bring the body-self together as a felt, integral whole. And when these energies threaten to surface, the forces of group professionalism have worked to suppress their arousal by delimiting such energies to the eccentric fringe, one which allegedly stands apart from "bonafide scientific activity". Wilshire sees promise in gender studies since taboo topics about the body are confronted directly. Opening to body is simultaneously opening to world and others.

The Moral Collapse of the University is a courageous and stimulating statement about the tragedy of higher education. It invites the reader to confront the self and recover the educating act as an embodied experience. The book is intended to be read with the guts, not just the head. While Wilshire's intellectual voyage entices the reader to think about the issues, the phenomenological journey asks one to feel the message. Bruce Wilshire reminds us that, as Nietzsche and Dewey believed, the existence of educational institutions are defined by the questions: "Who am I? What can I know? What shall I become?" (159). It is our moral obligation as pedagogues to stimulate others to ask these questions. Then, it is their responsibility to struggle to deliver their own response.

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To the Editor

September 9, 1990

Dear Sir,

While I am uneasy with the screed-like tone of Professor John McMurtry's article ("Education for Sale", September, 1990), he is absolutely right to warn us of dangers inherent in thinking of education as a commodity to be bought and sold to the highest bidder.

What puzzles me, though, is his claim that Opus Dei, along with "politicians, the arts companies and museums . . . third-world generals, the pay-as-you-pray religions, and the new East-bloc" is dedicated to the "annunciated/(sic) creed of the bigger big business." The concern of Opus Dei has always been to bring a spiritual dimension to one's everyday work, whatever that might be. This philosophy can mesh with many different political and economic systems, and seems to be neutral on the merits of, say, small versus big business.

No doubt there are politicians, members of arts companies, etc. who would resent the charge that they dedicate themselves to the philosophy of bigger big business (I'm not sure what subtle resonances we are supposed to read into the phrase "annunciated creed"), but they can surely defend themselves. Opus Dei, on the other hand, is a whipping-boy who seems to give attackers the scholarly equivalent of a "free kick" in soccer. The organization has been smeared so often that few people are interested in verifying claims made to discredit it. I wish to protest this.

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Four studies of education

At the May Council there was a panel session in which four speakers introduced projects which are all concerned with studying advanced education in one way or another. They range from an investigation of women in engineering to the study of human resource requirements in the 21st century.

Nora Hawkin, from Industry, Science and Technology Canada, described the emergence of the Committee on Women in Engineering as a response to the tragedy at l'Ecole Polytechnique but, from a longer perspective, as growing out of the work in her department. The longer term work has been on questions relating to the supply and demand for highly qualified personnel, particularly in the areas of science and engineering. In considering that topic they had seen that the trend in enrollments dictated that something concrete and major had to be done to mobilize the participation of women in engineering and in science. This work had been going on for a number of years.

The immediate spur to the present project was the response of the Canadian university community to the events in December. Within Employment and Immigration Canada there is a programme which enables both sides of industry and government to meet to discuss labour adjustment problems and problems related to industrial structure. That programme was used to catalyze the present initiative. Ms. Hawkins pointed out that there were private sector contributors to this action and that the Canadian Council of Professional Engineers of Canada, the Canadian Manufacturers Association and the Association of Universities and Colleges of Canada were voting members. There were also other members — the two government departments, CAUT, the Canadian Education Association and the Canadian Congress of Engineering Students.

The time frame for the work of the Committee will be two years. In the immediate future the intention is to identify gaps in the information and research base and to ask for contracted research in the fall. The Committee will also be asking for the submission of briefs and papers on the topic. There are plans to hold meetings across the country at the time of the Committee meetings. There will be a meeting in Vancouver in November and a forum provided for western based organizations to attend at that time. There will be meetings in Fredericton and Montreal in the following year.

Ms. Hawkin noted that the major motivation for the work of the Committee from the point of view of her department was the predicted shortage of 30,000 engineers by the end of the decade. She hoped too ". . .engineering will be enriched by the values and the perspectives women bring to it." She also expressed the wish that this project would provide valuable practice in one area which can be extended to the question of women in the scientific community generally. Further, that this will prompt people to examine the situation of women in academic life and all walks of life with a view to ensuring that there is a labour and intellectual force which takes into account the values, perspective and talent of the entire working population.

The next speaker, Peter Hicks, is supporting Dr. D. Wright the Prime Minister's representative on the task force on human resources restablished by the Council of Ministers of Education of Canada. He spoke about the establishment and function of that group.

Setting the task force in its political context, he pointed out that when the Prime Minister spoke to the PC convention last August he placed a high priority on looking at the whole issue of human resources for the 21st century. The provision of these resources will require the examination of the whole range of levels in the education system. The Prime Minister believes that there is an urgency to study the whole question of human resources in light of competitiveness issues.

Mr. Hicks indicated that virtually all the industrialized, OECD countries had gone through such an exercise in the last decade. And that, at the First Ministers' meeting in November, there had been a federal/provincial agreement to undertake such a large scale study.

Dr. Wright is working with the Council of Ministers of Education to establish a task force and its terms of reference. The intention is to establish a task force of five to seven eminent Canadians who are not themselves part of the educational system. Mr. Hicks reported that there has been good progress on the development of the terms of reference, although they are not yet finalized. The mandate for such terms, however, had been laid out in the communiqué from the First Ministers when they established the task force. These are: first to evaluate the needs of Canada in the training of human resources; second, to report on the requirements of the economy of the 21st century for human resources based on knowledge; third, to determine the capacity of the education system from pre-school to university in areas of information technology; fourth, to recommend how to make the required changes; and fifth, to make the present resources more effective.

In outlining the remit of the task force, Mr. Hicks emphasized that it would concentrate on the output of the education and training system. He also indicated that the task force would not likely operate in the manner of a royal commission and invite briefs. Rather it would establish seminars and the like at which various topics could be discussed. There are already very many recent studies of education, in very nearly every province, he added, and what is missing is an overall examination — a roadmap.

He reviewed our present achievements and pointed out that in international comparision Canada rated very well on many indices, although there were others, for example science and maths performance, in which we were lower. But, he pointed out, our present activity is not what is under scrutiny by the task force. It would examine the needs of the economy over the next 15 to 20 years and the ability of the education and training systems to fulfill those needs.

He ended by stressing the amount of consensus that there was about the value for education and the committment to it by all levels of society. He noted too that there were already changes in the way in which people looked at education; he gave as an example the growing committment of employers to in-job training. The aim of the task force would be to bring together the extant knoweldge about education in the community and to listen to those who understood the requirements of the economy. In doing this it would play an important role in the coming decade.

The third speaker was Keith Newton, senior research director of the Economic Council of Canada. He reported on a major initiative of the Council in its plans to undertake a series of studies on education in the near future.

He introduced the subject by indicating that the Council had previously examined the effect of education on econmic growth. And that as recently as February the Council had published the report, "Good Jobs, Bad Jobs" which among other matters looked at the implications of the shift in economic activity for the education system.

Dr. Newton indicated that they were an organization interested in matters from an economic point of view and that naturally affected the questions in which they were interested. He noted that there were many objectives of the education system which were not taken into account in their approach.

The goal of the studies would be to determine how the human resources could contribute to competitveness. A goal of their studies will be to examine the economic return to education, at all levels not just the post-secondary. He noted that there were going to be two dominant considerations underlying the ECC studies. First, the quality of education and second the allocation of resources to it. He emphasized that the question of allocation of resources will not go away because all levels of government are facing restraint and will continue to face restraint.

Finally, Dr. Newton reported that the work of the Council on this project is already underway and a team of researchers has been assembled. They hope to have the major conclusions and policy implications of the research in about eighteen months and a more detailed research report a little time later.

The last speaker of the panel was Dr. Stewart Smith, who appeared in his role as chairperson of a commission of inquiry concerning Canadian universities established by the Association of Universities and Colleges of Canada.

The AUCC have established a commission of three persons, which will have an associated advisory group made up of individuals drawn from various interested parties. Dr. Smith reported that the intention is to report in about eighteen months and to have a number of hearings which will be clustered around the beginning of next year. The Commission will be concerned with means by which judgements can be made about universities. What it will not do is get involved in the constitutional question in relation to universities nor will it deal specifically with finance.

The topic of research and the quality of research will not be examined of itself. However, the relationship between research and education will be closely studied. One of the major aims of the Commission will be to look at output indicators to examine what basis there is for an argument about appropriate funding. Amond the output indicators will be consumer satisfaction. So it will be a matter of some importance to tap the experiences of students and recent graduates.

Having made the point that there will be an examination of output indicators Dr. Smith did emphasize that there was to be more to the view of universities than that study entailed. He said, "Universities have a role for sure in maintaining the competitiveness of the country, but they have a leadership role in evey other aspect of maintaining human dignity. The stength of the society, the capability of people to live together in a group and, of course, in the maintenance of scholarship. . ."

In closing, he hoped that a major outcome of the Commission's activities would be to focus public attention on the importance of higher education in this country and for the survival and prosperity of society.

John Evans

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prévoyit pendant les réunions du Conseil de l'ACPU que si les universités refusaient de créer des semblables mécanismes d'autoréglementation, le gouvernement fédéral interviendrait alors presque assurément.

La politique fédérale : le recrutement à deux paliers

Le gouvernement fédéral a effectivement agi. En 1977, le ministère de l'Emploi et de l'Immigration (EIC) émit des règlements sur l'immigration des universitaires; en vertu de ces règlements, tous les postes devaient être annoncés au Canada. L'AUCC avait auparavant mené un long combat avec l'ACPU afin d'empêcher que l'on soit forcé d'annoncer les postes universitaires. (Voir Onward from 1911, *Bulletin de l'ACPU*, janvier 1974). Ce processus d'embauche n'eut pas des effets spectaculaires. En conséquence, en 1981, le ministre d'alors, Lloyd Axworthy, révisa ces règlements afin d'exiger que le recrutement se fasse en deux étapes. Selon les règlements actuels, les universités doivent en premier lieu offrir les postes vacants aux Canadiens et aux immigrants reçus et le texte des annonces doit l'établir clairement. Elles doivent aussi faire paraître leurs annonces dans des publications que les universitaires canadiens sont susceptibles de lire, telles que *Affaires universitaires* et *Le Bulletin de l'ACPU*. Les universités ne peuvent envisager l'embauche d'autres personnes avant de s'être assurées qu'aucun des Canadiens qui postulent ne possède les qualifications requises pour remplir le poste. Ce n'est qu'alors qu'ils peuvent annoncer le poste vacant à l'échelle internationale. En outre, les règlements stipulent que lorsque les universités créent un comité d'embauche à l'échelle de l'université, selon la formule suggérée par l'ACPU, l'agent du ministère de l'Emploi et de l'Immigration «communique avec le président de ce comité afin de déterminer si le poste vacant a été offert aux Canadiens en mesure de le combler, à la satisfaction du comité» (traduction). En d'autres mots, le ministère de l'Emploi et de l'Immigration s'en remettrait normalement aux décisions de ce comité si bien sûr il existait.

En vertu des règlements, des exemptions peuvent être accordées. A titre d'exemple, tout le domaine de l'administration des affaires et du commerce est soustrait du recrutement à deux paliers. Les universités peuvent demander la permission d'afficher un poste à l'échelle internationale dans des cas particuliers lorsqu'elles peuvent démontrer qu'il existe une difficulté spéciale. Les règlements peuvent également permettre le recrutement direct de distingués universitaires étrangers, sans restriction.

Le ministère de l'Emploi et de l'Immigration ne cherche pas à évaluer la valeur des candidats canadiens et étrangers les uns par rapport aux autres. Cela relève de l'université. Le rôle du ministère est de surveiller le mécanisme de recrutement afin de s'assurer que l'on a honnêtement cherché à embaucher des candidats canadiens et que l'on a étudié équitablement les dossiers des postulants. C'est ainsi que le système demeure dans une grande mesure fondé sur l'autoréglementation, surtout lorsque que l'on sait que des expressions comme qualifications convenables sont notoirement difficiles à définir.

Réactions à la politique fédérale

Depuis 1981, les administrateurs des universités s'opposent aux règlements mais il est difficile de ne pas penser que beaucoup préfèrent laisser le gouvernement fédéral s'occuper de cette délicate question plutôt que de le faire eux-mêmes à l'échelle de l'université, tout en se soulageant la conscience par des sautes d'humeur périodiques au sujet des effets de l'ingérence bureaucratique. En 1989, par exemple, l'AUCC déclara au *Globe & Mail* qu'elle s'opposait au recrutement à deux paliers (*Globe & Mail*, 10 janvier 1989). Le ministère de l'Emploi et de l'Immigration a toutefois fait savoir clairement qu'il accueillerait avec satisfaction la création de comités d'embauche à l'échelle des universités, selon la formule mise de l'avant par l'ACPU et qu'il envisagerait sérieusement la possibilité de confier tout ou partie de ses pouvoirs à ces comités. En autant que sache l'ACPU, aucune université ne s'est encore sérieusement engagée dans cette voie.

Un rapport commandé par la Société royale en 1983 démontra que les présidents des universités étaient divisés sur la question de savoir si le gouvernement fédéral devrait laisser tomber des règlements et si leur présence amènerait un déclin des normes universitaires. La plupart des plaintes mentionnées dans le rapport découlaient du fait que l'on percevait les règlements comme embarrassants et obscures en ce qui concerne les professeurs invités pour une courte période (Anthony H. Richmond, *The Employment of Foreign Academics*, Société royale, 1983).

La politique du recrutement à deux paliers, accompagnée d'autres pressions, s'est avérée efficace dans l'embauche de Canadiens. De 1976-1977 à 1986-1987, le pourcentage de Canadiens embauchés dans une année donnée est passé de 72 % à 80 %. Les présidents des universités font valoir que cette augmentation dans l'embauche de Canadiens justifie que l'on abandonne les règlements sur l'embauche. Le passé semble indiquer que sans les règlements fédéraux ou l'adoption des recommandations de l'ACPU sur l'autoréglementation interne, les administrateurs des universités pourraient bien revenir à leurs pratiques antérieures.

Comment devrait-on appliquer la politique de l'ACPU?

Entre temps, en 1982 et 1983, l'ACPU s'embrouillait dans certains aspects de sa propre politique de canadianisation. Ces aspects firent surface dans le dossier de David Mandel à l'Université McGill, dossier dans lequel tous les protagonistes conviendraient probablement que l'AUCC ne s'est pas distinguée. Le dossier portait sur des accusations de violation des lignes directrices relatives à la canadianisation et de parti pris. Les retombées furent considérables. L'une des questions soulevées était de savoir comment l'ACPU devrait faire enquête sur les accusations portées en ce domaine. Une autre consistait à déterminer si l'ACPU appuierait de gestes concrets tels que la censure ses propres lignes directrices en matière de canadianisation, si l'on y contrevenait de manière flagrante. Aucune réponse ne fut jamais vraiment apportée à ni l'une ni l'autre de ces questions. Une troisième question était de savoir si les universités devraient en général se doter de procédures d'embauche plus efficaces et plus ouvertes. La réponse à cette dernière question s'avéra être oui, les politiques sur l'embauche adoptées par le Conseil plus tard au cours des années 1980 étant sans cesse davantage fondées sur le principe de l'ouverture.

La politique du gouvernement conservateur

Entre temps, les politiciens fédéraux demeurèrent en faveur du principe de la réglementation. Le Premier Ministre fit état dans le Bulletin de l'ACPU de septembre 1988 de l'importance que le gouvernement attache au principe selon lequel la priorité devrait être accordée aux Canadiens qui ont les compétences voulues quand vient le temps de combler des postes d'enseignants dans les universités. La même année, le Secrétaire d'État d'alors, Lucien Bouchard, écrivit au président de l'ACPU: «Et bien que je puisse comprendre la suggestion de certains administrateurs d'université voulant qu'il soit temps de réévaluer la nécessité d'un système de recrutement à deux paliers, il semblerait que la souplesse inhérente à la politique actuelle ait bien fonctionné et ait permis d'atteindre un équilibre approprié entre les universitaires canadiens et étrangers» (traduction). Certains critiques de l'opposition, notamment David Orlikow du NPD, attaquèrent le gouvernement en rapport avec ce qu'ils considéraient comme une politique inefficace pouvant donner lieu et donnant effectivement lieu à des abus de la part des universités.

Le gouvernement conservateur était également disposé à donner suite à une suggestion de l'ACPU sur la création d'un comité consultatif composé de l'ACPU, de l'AUCC et de représentants du ministère de l'Emploi et de l'Immigration. L'AUCC ne se montra pas enthousiaste. Toutefois, le Premier Ministre pris cet engagement dans son article dans le *Bulletin de l'ACPU* en 1988 et la première rencontre eut lieu en 1989. La création de ce groupe de consultation arriva à point nommé car les universités embauchaient davantage de professeurs, faisant de la procédure d'embauche une question plus importante dans l'immédiat, l'Accord sur le libre-échange nécessitait des clarifications en ce qui concerne l'embauche de professeurs et un certain nombre d'autres questions telles que les autorisations de sécurité et le statut des conjoints devaient être abordées.

Exemptions à la politique de recrutement à deux paliers

Lors de la première rencontre du Comité consultatif, l'on s'entendit pour créer un groupe de travail chargé de déterminer s'il devrait y avoir des exemptions supplémentaires à la politique de recrutement à deux paliers en vertu des règlements. L'AUCC insiste pour que l'on prévoit des exemptions dans un très grand nombre de domaines tels que l'ingénierie, l'économie, la médecine, la géologie, l'informatique, lesquelles videraient en fait les règlements de tout leur sens. Elles placeraient les administrations dans une position des plus enviables, soit celle de se conformer à des règlements impuissants tout en faisant en pratique ce que bon leur semble. Néanmoins, l'ACPU accepta d'étudier de bonne foi les demandes d'exemptions déterminées et légitimes lorsqu'il peut être démontré qu'il est très difficile de recruter des candidats canadiens. L'on ne devrait pas envisager d'exemptions à grande échelle si ce n'est en contrepartie de concessions réciproques de la part des Américains visant à permettre aux Canadiens qui le désirent d'accepter des postes permanents aux États-Unis. A l'heure actuelle, le groupe de travail envisage la possibilité d'exemptions dans les domaines des sciences infirmières, de la médecine de réhabilitation, de l'ingénierie industrielle et de l'informatique appliquée et il étudie la question de savoir si l'exemption actuelle applicable à l'administration des affaires devrait être maintenue.

Il existe cependant des éléments autres que le recrutement à deux paliers susceptibles de créer une pénurie de candidats qualifiés. Dans certains domaines, il y a une pénurie à l'échelle internationale. Dans le cas des sciences infirmières et de la médecine de réhabilitation, la communauté universitaire et les provinces ne considèrent pas les études de deuxième et de troisième cycles comme une priorité sérieuse. Peut-être n'est-ce pas un hasard s'il s'agit là de deux des rares domaines de l'université où les femmes occupent une position dominante. Cette situation soulève une question qui rappelle grandement les années 1960 : devrions-nous financer les Canadiens pour leur permettre d'obtenir des doctorats dans ces domaines ou faire appel à des titulaires de doctorats étrangers, ce qui coûte très cher étant donné la pénurie dans le monde industrialisé. Les exemptions à la politique d'embauche à deux paliers risquent de nous conduire à l'adoption de cette deuxième solution sans même que nous ayons débattu de la question.

Certains départements se plaignent que la politique d'embauche à deux paliers les empêchent d'embaucher des «étoiles» étrangères. En fait, en vertu des règlements, les universités ont toujours eu le droit de demander la permission de recruter des «étoiles» étrangères sans restriction lorsqu'elles peuvent en justifier le besoin. Peu d'entre elles se sont prévalues de ce droit; la plupart préfèrent se plaindre plutôt que d'utiliser l'exemption possible.

S'agit-il uniquement d'un problème anglophone?

Certaines autres questions ayant trait à la canadianisation doivent également être abordées par le Comité consultatif. Dans quelle mesure s'agit-il d'un problème anglophone? Il fut un temps où les universités francophones faisaient preuve d'une attitude colonialiste

Voir "canadianisation" à la p. 14

canadianisation

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équivalente, présumant que tout ce qui était européen était supérieur à ce qui était canadien. Il semble que cela ait changé. Par conséquent, avons-nous besoin d'une politique de recrutement à deux paliers pour les postes destinés à des francophones?

La politique de canadianisation et les femmes

Certains ont proposé que l'on assouplisse les règles afin de permettre l'embauche de femmes étrangères plutôt que d'hommes canadiens. Toutefois, lorsque la question de la canadianisation fut abordée récemment au Conseil de l'ACPU, beaucoup des déléguées appuyèrent fortement les politiques actuelles de l'ACPU, faisant valoir que les universités seraient beaucoup plus susceptibles d'accorder la préférence à des hommes étrangers plutôt qu'à des femmes canadiennes. L'on se demanda si ce n'était que par hasard qu'au moment même où beaucoup plus de femmes canadiennes arrivent sur le marché du travail, les recteurs des universités accroissent leurs pressions pour obtenir l'assouplissement ou l'abolition des règles sur la canadianisation.

Le débat sur le libre-échange

Le débat sur le libre-échange ranima également la question de la canadianisation. Le libre-échange devrait-il s'appliquer aux professeurs? L'accord tel que conclu entre le Canada et les États-Unis n'est pas un modèle de clarté sur cette question. A l'origine, les ministres eux-mêmes ne s'entendaient pas sur sa *signification*. La question fut discutée au sein du Comité consultatif et le ministère de l'Emploi et de l'Immigration entrepris de publier un document portant précisément sur la question de l'embauche dans les universités afin d'éclaircir la situation juridique découlant de l'accord.

Différentes versions furent discutées avec l'ACPU et l'AUCC. Certains virent dans ce processus une possibilité de renégociation de l'Accord de libre-échange dans ce domaine et blâmèrent l'ACPU de ne pas l'avoir modifié. Toutefois, notre rôle était plus modeste et consistait à nous assurer que les explications étaient aussi claires que possible et conformes à la Loi.

En résumé, l'Accord de libre-échange ne s'applique qu'aux citoyens des deux pays et non aux immigrants reçus, lesquels sont soumis aux règlements précédents. Il s'applique aux postulants à des postes d'enseignement ou de recherche à court terme ou à des postes de professeurs invités mais non aux postulants à des postes permanents. Les personnes qui, en vertu de l'Accord, viennent au Canada à titre de professeurs invités ou de professeurs temporaires ne peuvent ensuite obtenir le statut de professeur permanent. Lorsqu'un poste permanent s'ouvre, l'université doit appliquer la procédure normale de recrutement à deux paliers pour le combler. Le gouvernement fédéral acceptera généralement les nominations temporaires pour des périodes allant jusqu'à un an. Ces nominations pourront être renouvelées mais seulement s'il est entendu qu'elles ne pourront constituer un moyen d'obtenir le statut de permanent au Canada. Le ministère de l'Emploi et de l'Immigration a fait savoir qu'il ne verra pas d'un bon oeil les demandes répétées de renouvellement et il s'est engagé à fournir à l'ACPU et à l'AUCC des statistiques significatives sur ces renouvellements afin qu'un suivi de ces arrangements puisse être fait. Ainsi, en vertu de l'Accord de libre-échange, l'on ne pourra pas se servir des lois et règlements sur les relations de travail des gouvernements fédéraux du Canada et des États-Unis et des gouvernements provinciaux et des états américains pour restreindre l'embauche temporaire des universitaires. La politique d'embauche à deux paliers ne pourrait donc pas s'appliquer à ces professeurs. Toutefois, à titre d'exemple, les universités pourraient elles-mêmes exiger qu'on l'applique, soit par une disposition dans les conventions collectives ou soit par règlement, si elles le désirent. Il semblerait donc que si les professeurs souhaitent voir la politique de recrutement à deux paliers s'appliquer aux postes temporaires, ils devront l'obtenir à la table locale de négociation car il semble très peu probable qu'Ottawa rouvre l'Accord de libre-échange à cause de cette question.

Il est probable que des pressions s'exercent en ce sens car beaucoup de nationalistes canadiens doutent que les universités étudieront de manière équitable les demandes de Canadiens pour des postes temporaires en l'absence de règlements efficaces et d'autres mesures de contrôle à l'échelle locale. Beaucoup croient que les universités tenteront de faire leur jeu du processus de renouvellement du statut de professeur invité et de s'en servir ainsi pour rendre ces postes permanents.

Il est clair cependant que l'Accord de libre-échange a coupé court à l'une des principales plaintes des présidents d'universités au sujet du recrutement à deux paliers, à savoir les exigences précédentes en matière d'immigration applicables aux citoyens américains postulant des emplois temporaires. En fait, dans les domaines où l'offre est faible au plan international, les universités devront probablement se contenter de professeurs invités pendant un certain temps car il est peu probable que l'abolition du recrutement à deux paliers change, en elle-même, bien des choses. Peut-être est-ce bien ainsi car les universités pourront alors consacrer plus de temps à former davantage de Canadiens.

Toutefois, les gouvernements reprennent parfois d'une main ce qu'ils viennent de donner de l'autre. Les gouvernements canadien et américain ont tous deux décidé d'être plus rigoureux dans l'imposition des frais de 50 $ qui s'appliquent déjà à ceux qui traversent la frontière pour donner une conférence, faire passer un examen ou diriger un séminaire s'ils touchent un montant qui excède leurs dépenses. L'ACPU a proposé à Ottawa de négocier un accord prévoyant un montant minimal indexé de 500 $ en-deçà duquel aucun frais ne serait exigé par les autorités de l'immigration. Entre temps, les particuliers devront ajouter 50 $ à leurs honoraires s'ils ne veulent pas payer ces frais de leurs poches. En outre, les animateurs de séminaires ne sont pas assujettis à l'accord bien que les professeurs invités le soient, ce qui semble quelque peu incompréhensible. Le gouvernement discute de cette situation avec les États-Unis mais entre temps, ceux qui se rendent dans ce pays seraient sages de ne pas se qualifier d'animateur de séminaires.

Mesures prises par les associations locales de professeurs

Certaines associations de professeurs ont négocié des clauses dans leurs conventions collectives pour tenter de résoudre la question de la canadianisation. Certaines, comme à l'Université Carleton, exigent l'embauche de Canadiens à moins que l'on puisse démontrer qu'il existe des candidats étrangers de calibre supérieur. D'autres, comme à l'Université d'Ottawa, exigent qu'en présence d'un certain nombre de candidats substantiellement égaux, l'on opte pour le candidat canadien. On retrouve des variations de ces formules aux universités York, de Winnipeg, Laurentienne et Trent. A l'Université du Manitoba, il est stipulé que: «Sauf lorsque l'université et ses programmes se trouvent clairement désavantagés, les personnes définies comme des Canadiens au moment où elles postulent un emploi universitaire sont embauchées par préférence à celles définies comme des non-Canadiens». Bien que ces clauses n'aient pas préséance sur la réglementation fédérale de 1981, elles peuvent être utilisées dans le cas de professeurs recrutés pour des postes temporaires en vertu de l'Accord de libre-échange dans la mesure où ils sont assujettis à la convention collective. Autrement, dans le cas de personnes non assujetties à la convention collective, ces exigences ne pourraient être appliquées que si elles sont incorporées à une réglementation à l'échelle de l'université, par exemple par suite d'une décision du Sénat ou du conseil de la faculté.

Politique d'embauche de l'ACPU

La position de l'ACPU elle-même sur les clauses d'embauche dans les conventions collectives et dans les réglements a évolué considérablement depuis les années 1970. Quatre documents adoptés par le Conseil portent maintenant sur cette question. Les lignes directrices sur la canadianisation sont bien sûr l'un d'eux. La politique sur l'action positive pour les femmes en est un autre. Ces deux documents préconisent la création d'un comité efficace de révision des nominations à l'échelle de l'université. Il est possible que la campagne en faveur des droits des femmes force en dernière analyse les administrations des universités à créer des comités de ce genre. Les deux autres documents sur les nominations portent respectivement sur les droits des postulants et des départements. Tous semblent retenir l'idée que la réglementation de la procédure de nomination devrait être ouverte et énoncée dans des conventions collectives ou des documents similaires. Traditionnellement, les clauses sur les nominations se sont révélées être parmi les plus vagues et les plus faibles des conventions collectives. Ceci traduit le désir des administrations de contrôler le processus et le fait que les conventions collectives concernent directement ceux et celles qui sont déjà à l'université, non pas ceux et celles qui souhaitent devenir professeurs.

La tâche du Comité ad hoc de l'ACPU

Le Comité ad hoc de l'ACPU se compose des professeurs Claude Dionne (Moncton), Joyce Lorimer (Wilfrid Laurier) et Mark Sandilands (Lethbridge). Ses conseillers sont les professeurs Michiel Horn (York) et Sarah Shorten (Western Ontario). Il déterminera si la position du Conseil de 1977 demeure valable, si elle devrait ou non être renforcée, affaiblie ou abolie et la façon de l'appliquer dans le cas où elle doit être retenue. Le Comité reverra la position de l'ACPU par rapport à la réglementation fédérale sur l'embauche et évaluera la nécessité de faire du lobbying sur l'interprétation de l'Accord de libre-échange. Il s'interrogera également sur l'existence d'autres façons d'inciter les universités canadiennes à jouer un rôle positif dans l'enrichissement de la communauté canadienne et l'évolution de l'identité nationale et de l'identité des diverses communautés, comme le proposait l'énoncé de principes de 1977.

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not dramatic. As a result, in 1981 the then Minister, Lloyd Axworthy, revised these regulations to require two-tier advertising. The current version of the regulations require universities to advertise in the first instance for Canadians and landed immigrants, and the phraseology of the advertisement must make this clear. They must also advertise in journals which are likely to be read by Canadian academics such as *University Affairs* and *The CAUT Bulletin*. Universities are not permitted to consider others until they have determined that none of the Canadians who apply is qualified to fill the advertised post. Then they may advertise on the international market. In addition, the regulations state that, where universities create university-wide hiring committees based on the model suggested by CAUT, the officer of EIC ". . .will liaise with the chairperson of that committee to determine whether the committee is satisfied that this particular vacancy has been brought to the attention of available Canadians". In other words, EIC would normally defer to the judgments of such committees if indeed they were set up.

Exemptions may be granted under the regulations. The entire area of business administration and commerce, for example, is exempt from two-tier advertising. Universities may apply for permission to advertise at the second tier in particular cases where they can show

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that there is a special problem. The regulations also allow permission to be granted for the direct recruiting of distinguished foreign academics without restriction.

EIC does not attempt to assess the relative merits of Canadian and non-Canadian candidates; that is left to the university. The job of EIC is to police the mechanism to ensure that there was a fair search for Canadian candidates and a fair consideration of those who applied. This means that there is still a large measure of self-policing built into the system, particularly since phrases like "suitably qualified" are notoriously difficult to define.

Reaction to federal policy

Ever since 1981 university administrators have objected to the regulations, but it is hard not to believe that many prefer to let the federal government handle a touchy issue, rather than addressing it locally, while relieving their consciences by periodic outbursts about the evils of bureaucratic interference. In 1989, for example, the AUCC told the *Globe and Mail* that it was opposed to two-tier hiring (*Globe & Mail*, 10 Jan. 1989). The Department of Employment and Immigration, however, has made it clear that it would welcome the creation of university-wide appointment committees along the lines suggested by CAUT and that they would seriously consider devolving some or all of their powers to such committees. So far as CAUT knows, no university has seriously attempted this course of action.

A report commissioned by the Royal Society in 1983 showed the university presidents divided over whether the federal government should abandon regulations in this area and whether the regulations would lead to a decline in academic standards. Most of the complaints recorded in the report arose from what was perceived as the cumbersome nature of the regulations and their obscurity in regard to short-term visitors (Anthony H. Richmond, *The Employment of Foreign Academics*, Royal Society, 1983.)

The advertising policy has been effective along with other pressures to hire Canadians. From 1976-77 to 1986-87 the percentage of Canadians hired in a given year rose from 72% to 80%. The university presidents argue that the increased hiring of Canadians justifies the abandoning of the advertising regulations. Past history would suggest that without the federal regulations or the adoption of the CAUT recommendations for internal self-policing, university administrators might well revert to their previous practices.

How should the CAUT policy be enforced?

In the meantime in 1982 and 1983 the CAUT was tying itself in knots over certain aspects of its own Canadianization policy. These surfaced over the case of David Mandel at McGill University - a case in which all the protagonists would probably agree that CAUT did not distinguish itself (see *CAUT Bulletin*, Vol. 31, No.2 April 1984, pp. 49-57). The case involved charges both of the breach of the Canadianization guidelines and of bias. The fall-out was considerable. One question was how should CAUT investigate charges in this area. Another was whether or not CAUT would back its own Canadianization guidelines with actions such as censure if they were flagrantly broken. Neither of these questions has ever really been answered. Yet another question was whether universities should have, in general, more effective and open appointment procedures. The answer to the last question turned out to be yes as policies on appointments adopted by Council later during the 1980s increasingly incorporated the openness principle.

The policy of the Conservative government

Meanwhile federal politicians remained in favour of the principle of regulation. The Prime Minister wrote in the *CAUT Bulletin* in September 1988 of the government's ". . .commitments to the principle that qualified Canadians should receive priority in filling faculty positions". The then Secretary of State Lucien Bouchard wrote to the President of CAUT in the same year saying: "And while I can understand the suggestion made by some university administrators that the time has come to re-examine the need for a two-tiered system, it would appear that the inherent flexibility of the current policy has worked well in achieving an appropriate balance between Canadian and non-Canadian academics". Some opposition critics, notably David Orlikow of the NDP, attacked the government for what he considered to be an ineffectual policy which the universities could and did abuse.

The Conservative government was also willing to respond to a suggestion from CAUT that there be a consultative committee to the minister composed of CAUT, AUCC and officials from the EIC. The AUCC was not enthusiastic. However, the Prime Minister promised this in his article in *The CAUT Bulletin* in 1988, and the first meeting took place in May 1989. This consultative group was a timely creation because universities were hiring more professors and thus appointment procedures were of more immediate importance, the Free Trade Agreement needed clarification in regard to the appointment of faculty, and a number of other issues such as security clearances, the status of spouses, and the like needed to be addressed.

Exemptions to two-tier advertising

The first meeting of the consultative group agreed to create a working party to consider whether there should be any further exemptions from two-tier advertising under the regulations. AUCC has pressed for sweeping exemptions such as engineering, economics, medicine, geology, computer science which would, in fact, gut the regulations. It would leave administrations in the admirable position of following toothless regulations while doing, in practice, whatever they wanted. Nevertheless, CAUT has agreed to consider in good faith legitimate and precise requests for exemptions where it can be shown that there is great difficulty in securing Canadian candidates. Wide-ranging exemptions should not be contemplated, unless in the context of reciprocal concessions from the Americans to allow Canadians who so wish to accept permanent positions in the United States. Currently the working party is considering exemptions in nursing, rehabilitative medicine, industrial engineering, applied computer science, and whether the existing exemption in business administration should be continued.

There are, however, considerations other than two-tier advertising which may cause shortages of qualified candidates. In some fields there are international shortages. In the case of nursing and rehabilitative medicine, the university community and the provinces have not treated the provision of graduate work as a serious priority. It is perhaps no accident that these are two of the rare areas of the university dominated by women. The situation poses a question very reminiscent of the sixties - should we fund Canadians to secure Ph.D.s in these areas or search for foreign Ph.D.s who are very expensive because there is a shortage throughout the developed world. There is a risk that exemptions to the two-tier hiring policy will result in the adoption of the latter policy without the question even having been debated.

Some departments complain that they cannot hire foreign "stars" and blame two-tier advertising. In fact, however, the regulations have always permitted universities to apply for permission to advertise without restriction for foreign "stars" where they can justify this. A few have done so, but most prefer to complain rather than use the available exemption.

Is this only an anglophone problem?

There are some other questions related to Canadianization that need to be discussed by the advisory committee. To what extent is this an anglophone problem? There was a time when there was an equivalent colonial attitude in francophone universities which assumed that all things European were better than those Canadian. That appears to have changed. Do we, therefore, need two-tier advertising for francophone posts?

Canadianization policy and women

Some have suggested that there should be a relaxation of the rules to permit the hiring of foreign women rather than Canadian men. However, when the Canadianization issue was broached recently in the CAUT Council, many of the women delegates strongly supported the existing CAUT policies, arguing that universities would be much more likely to prefer foreign men to Canadian women. The question was raised as to whether it was more than a coincidence that, just as many more Canadian women were coming on the job market, university presidents were pressing increasingly for the relaxation or abolition of the immigration rules on Canadianization.

The free trade debate

The free trade debate also revived the question of Canadianization. Should there be free trade in professors? The actual agreement between Canada and the United States was not a model of clarity on this subject. Initially the ministers themselves disagreed as to what it meant. The matter was discussed in the consultative committee, and EIC undertook to issue a document dealing specifically with the question of university employment, to elucidate the legal situation created by the agreement.

Various drafts were discussed with CAUT and AUCC. Some took this process to mean that the Free Trade Agreement was open to renegotiation in this area and blamed CAUT for not changing it. Our role, however, was a more modest one - to ensure that the explanations were as clear as possible and consistent with the Act.

In summary the Free Trade Agreement applies only to citizens of the two countries and not to landed immigrants who are covered by the previous regulations. Applicants for visiting or short-term university teaching or research appointments are covered but not those seeking permanent status. Persons who come as visiting or temporary professors under the agreement may not then transform their status into a permanent one. If a permanent position becomes vacant, the university must conduct a normal two-tier hiring search for any such position. The federal government will normally accept temporary appointments for a period up to one year. These may be renewed but only within the general caveat that these appointments shall not be a cover for securing permanent status in Canada. EIC has indicated that it will not look with favour on repeated applications for renewal, and it has promised to provide CAUT and AUCC with meaningful statistics on such renewals so that these arrangements can be monitored. Under the Free Trade Agreement, therefore, federal and provincial labour rules in Canada and the federal and state equivalents in the United States cannot be used to restrict the temporary employment of academics across the border. This would preclude application of the two-tier hiring regulations to such faculty. However, universities themselves may either through collective agreements or by by-laws require two-tier hiring, for example, if they so wish. It would thus appear that if university faculty wish advertising regulations in regard to temporary hiring, they will have to negotiate them at the local bargaining table since it is highly unlikely that Ottawa would reopen the Free Trade Agreement over this issue.

There is likely to be pressure to do so since many Canadian nationalists doubt that the universities will fairly consider Canadians for temporary posts unless there are effective advertising regulations and other local controls. Many think that the universities will try to manipulate the arrangement for the renewal of visitor status into one in which they will smuggle such faculty into permanent positions.

It is clear, however, that the Free Trade Agreement has eliminated one of the major complaints of university presidents about two-tier advertising, namely the previous immigration re-

See "Canadianization" p. 16

Answers to September Crossword Puzzle

Across
1. Academic Freedom
9. Athlete
10. Calgary
11. Elbe
12. Goes to Hell
14. Bishops
16. Aims Low
18. Near End
20. Ventnor
21. University
23. Burr
26. Thuggee
27. Twiddle
28. Natural Sciences

Down
1. Adage
2. Athabasca
3. Eden
4. Ice
5. Fuchsia
6. Ealdorman
7. Drape
8. Mayflower
13. Ops
14. Bantustan
15. Overeager
17. Languedoc
19. Do Spell
20. Vat
22. Inuit
24. Reels
25. Rite
27. Tac

autochtones

Suite de la p. 5

de l'ACPU sur l'accès aux études postsecondaires. De plus, cela a un lien avec nos préoccupations sur le sous-financement.

En réunion extraordinaire, le Comité de direction s'est penché sur la pétition demandant une déclaration sur la crise à Kanesatake et à Kahnawake. Il y fut décidé, sous réserve de consulter la FAPUQ, de recommander fortement au gouvernement fédéral de s'engager à résoudre pacifiquement le conflit et de s'occuper avec équité des revendications sous-jacentes des Mohawks. Avant la prise de cette décision, le gouvernement fédéral était demeuré pratiquement muet sur la situation. Plus tard, lorsque le gouvernement fédéral a annoncé son intention de recourir à l'armée pour enlever les barricades, l'ACPU a envoyé une autre lettre dans laquelle elle répétait qu'elle espérait que le gouvernement s'engage à régler le conflit de manière pacifique.

Cependant, l'ACPU n'a pu répondre aux demandes de participation à une manifestation d'appui des préoccupations autochtones. Notre participation aux deux événements auraient signifié un appui de la position autochtone sur des questions qui dépassent de loin la politique établie par le Conseil. Les deux on été planifiées à bref délai à la lumière de l'évolution de la situation et il n'était pas possible pour le Comité de direction de se réunir pour prendre une décision sur la participation de l'ACPU. De plus, étant donné la mesure dans laquelle la question dépassait la politique de l'ACPU, il aurait été difficile de décider si le Comité de direction devait réagir dans une telle situation ou s'il devait renvoyer la question à l'attention du Conseil, en sa qualité de principal organe établissant les politiques.

De toute évidence, la question des droits des autochtones va continuer d'exiger une attention soutenue de la part des Canadiens dans un avenir prévisible et probablement bien au-delà. J'ose espérer que la majorité des universitaires sont sympathiques à la cause des autochtones. Toutefois, je me rends compte que le milieu universitaire, comme partout ailleurs au Canada, est sans l'ombre d'un doute divisé sur la question. Nombre d'entre nous sommes peut-être aux prises à des divisions intérieures entre l'aval que nous donnons au gouvernement d'employer la force ultime de l'état pour composer avec une désobéissance civile gravement perturbatrice et le recours à la désobéissance par les autochtones pour montrer qu'ils n'ont plus de patience envers l'inertie d'un gouvernement tardant à prendre les moyens nécessaires pour satisfaire leurs revendications.

Est-ce que l'ACPU devrait disposer d'une politique générale sur les questions autochtones? Certes, à l'occasion, nous avons pris position sur des questions sociales importantes même si elles n'étaient pas liées directement à nos principales préoccupations sur l'enseignement postsecondaire et les droits des universitaires. Est-ce que ees divisions intérieures que j'ai mentionnées nous mettent en garde contre une prise de position sur ces questions? Par ailleurs, pouvons-nous être crédible, en tant qu'organisme national, si nous nous contentons de répondre «pas de commentaires» à ces questions? L'ACPU a certes réussi à éviter le débat sur de nombreuses questions d'importance nationale, l'Accord de libre-échange et l'accord du lac Meech ne sont que deux exemples, mais on n'a jamais exercé de pressions sur nous pour prendre partie et on ne l'aurait probablement pas fait.

Toutefois, les peuples autochtones ont clairement laissé savoir qu'ils cherchaient l'appui d'autres Canadiens dans leur quête d'un traitement juste de leurs revendications. Ils nous ont déjà demandé de prendre position et vont probablement tirer leurs propres conclusions si nous n'y donnons pas suite la plupart du temps. L'ACPU, par l'intermédiaire du Conseil, devra décider si elle appuie les préoccupations des autochtones ou si elle continue de rester à l'écart.

direction

Suite de la p. 9

-Nous sommes en faveur d'un enseignement universitaire accessible tant pour les étudiants à temps complet que ceux à temps partiel, et nous nous engageons en ce sens. Au cours des dernières décennies, nous avons transformé les universités en y admettant un nombre important de femmes et d'autochtones. Nous sommes conscients que nous pouvons toujours mieux servir l'ensemble des citoyens, et nous continuerons d'étudier comment y parvenir.

-Nous sommes en faveur d'une université ouverte, où les politiques sont mises sur pied devant les gens, et non en coulisse.

L'autogestion des universités peut nous permettre d'atteindre tous ces objectifs. La question, ce n'est pas de savoir si l'université doit être dotée d'un gouvernement unicaméral ou bicaméral, mais si c'est la communauté universitaire qui le dirigera.

Canadianization

Continued from p. 15

quirements in relation to temporary posts for American citizens. In fact in areas of short supply internationally, universities will probably have to settle for visiting professors for a while since the abolition of two-tier advertising is, in itself, not likely to change the situation very much. Perhaps this is as it should be since universities could then use the time to educate more Canadians.

What governments give with one hand, however, they sometimes take away with the other. Both Canadian and U.S. governments have decided that they will more rigorously enforce the pre-existing $50 immigration fee for those who go to the other country to give a lecture or examination or lead a seminar if they are paid a sum beyond their expenses. CAUT has suggested to Ottawa that it negotiate an agreement for a minimum indexed sum of $500, below which no fee would be charged by the immigration authorities. In the meantime individuals will have to add $50 to their honoraria if they do not wish to be out of pocket. Furthermore, seminar leaders are not covered by the agreement although visiting professors are. This seems a little inscrutable. The government is discussing this with the United States, but in the meantime it would be wise for those going to the United States not to describe themselves as a seminar leader.

Action by local faculty associations

Some faculty associations have negotiated clauses in their collective agreements that attempt to deal with the issue of Canadianization. Some, such as Carleton, require the hiring of Canadians unless there are demonstrably superior foreign candidates. Others such as Ottawa, require the choice of the Canadian candidate where there are a number that are substantially equal. Variations on these themes can be found at York, Winnipeg, Laurentian and Trent. Manitoba states: "Except when it is clearly to the disadvantage of the University and its programs, those defined as Canadians at the time of application for a university post shall be hired in preference to those defined as non-Canadians." While the 1981 federal regulations supersede these clauses, they could be used in the case of temporary faculty recruited under the Free Trade Agreement, as long as these faculty are covered by the collective agreement. Otherwise, such requirements could only be applied to persons outside the collective agreement if they were incorporated into university-wide regulations, such as by the action of senates or general faculties' councils.

CAUT appointments policy

The position of CAUT itself in regard to appointment articles in collective agreements and by-laws has evolved considerably since the 1970s. There are now four documents passed by the governing Council that deal with this issue. One, of course, is the Canadianization guidelines. Another is the policy on positive action for women. Both of these call for an effective university-wide appointments review committee. It is possible that the drive for women's rights may finally force university administrations to create effective university-wide appointments review committees. The other two documents on appointments deal with the rights of applicants and of departments respectively. All point to the idea that the rules of the apppointment procedure should be open and elaborated in collective agreements or equivalent documents. Traditionally appointments articles have been among the vaguest and weakest in collective agreements. This reflects the desires of management to control the process and the fact that collective agreements directly involve those already at the university, not those wishing to become professors.

The Task of the CAUT Ad Hoc Committee

The CAUT Ad Hoc Committee is composed of Professors Claude Dionne (Moncton), Joyce Lorimer (Wilfrid Laurier) and Mark Sandilands (Lethbridge). It has as advisers Professors Michiel Horn (York) and Sarah Shorten (Western Ontario). It will consider whether the 1977 Council position is still valid - whether or not it should be strengthened, weakened or abolished and, if it is to be retained, how it will be enforced. It will review the CAUT position in regard to the federal regulations on hiring and whether any lobbying needs to be done concerning the interpretation of the free trade agreement. It will also look into whether there can be other ways of encouraging Canadian universities to play a positive role in the enrichment of the Canadian community and the development of community and national identities, as the 1977 policy statement suggested.

Nouvelles brèves du Québec

A l'aube de l'an 2 000, l'UQAM et l'U de M énoncent leurs objectifs

A l'aube de l'an 2 000, l'UQAM et l'U de M ont senti toutes deux le besoin de définir leurs objectifs et leurs priorités pour aborder les défis de la société de demain. Deux documents parus récemment: "L'UQAM de l'an 2 000" et "L'Université de Montréal vers l'an 2 000" énoncent les orientations de chacune, orientations qui révèlent deux visions différentes de l'Université.

Dans "L'UQAM de l'an 2 000", le recteur Claude Corbo expose sa vision de l'avenir de l'Université. Fidèle à ses objectifs d'origine, l'UQAM s'efforcera de perpétuer des valeurs de démocratisation, d'accessibilité et d'actualité. L'exploitation vigoureuse de nouvelles pistes de recherche et de création, et l'expérimentation de manières de faire inédites lui permettront de maintenir sa vocation universitaire novatrice. L'UQAM s'efforcera également d'agir comme creuset culturel, rassemblant des jeunes francophones et des jeunes issus des communautés ethniques afin de contribuer au développement de l'identité culturelle québecoise.

Pour sa part, l'U de M témoigne dans "L'Université de Montréal vers l'an 2 000", de sa volonté d'atteindre le statut de grande université de recherche nord-américaine et de devenir au Québec et au Canada, l'institution de recherche francophone par excellence. Elle s'afforcera d'accroître son rayonnement international et offrira les meilleures possibilités d'accès, en français, aux résultats de la recherche scientifique et technologique nord-américaine. En matière d'enseignement, elle conduira ses étudiants, triés sur le volet, à la fine pointe des connaissances et des pratiques professionnelles de leadership.

Les Cahiers de la FAPUQ

Le premier numéro des cahiers de la FAPUQ présente les actes du colloque organisé par le CFMU (Comité des femmes en milieu universitaire), intitulé "Le temps d'agir: stratégies d'implantation des PAE". Tenu à Montréal du 1er au 3 février 1990, ce colloque avait pour objectif d'évaluer les programmes d'accès à l'égalité afin de favoriser la progression des femmes universitaires dans leurs carrières. Des professeures et chercheures de toutes les universités du Québec, des chargées de cours, des bibliothécaires, des personnes liées à l'implantation des PAE, des représentantes d'universités canadiennes, de l'ACPU et de centrales syndicales, assistaient au colloque. Les interventions furent assurées par des professeures, chercheures ou spécialistes particulièrement averties des problèmes des PAE.

Mme Claire de la Durantaye, professeure à l'Université du Québec à Trois-Rivières, résume en ces termes les interventions des participantes au colloque: "Ce que nous cherchons à concrétiser par l'implantation des PAE, concerne bel et bien un traitement égal pour un travail équivalent ainsi qu'une reconnaissance des femmes universitaires comme personnes responsables".

Graduate Studies News (Université Concordia)

M. Bob Philip, directeur des programmes récréatifs et sportifs de l'Université Concordia, entend promouvoir plus que jamais, la tradition jésuïtique d'un esprit sain dans un corps sain héritée du Collège Loyola. Interrogé sur l'avenir des programmes athlétiques, M. Philip a fait état de l'acquisition, pour la somme de 450 000$, du Stade de Verdun, actuellement en reconstruction sur le terrain de football de l'Université. Il a également fait état de la pose éventuelle de tourbe artificielle, de l'agrandissement du gymnase, de l'acquisition d'une piscine de 50 mètres, ainsi que du projet de construction d'un Centre de physiothérapie pour la somme de 600 000 $. Ces plans ne sont pas grandioses, ajoute M. Philip, ils sont indispensables pour affronter les défis sportifs du siècle à venir.

Le Devoir (jeudi le 6 septembre 1990)

Le Gouvernement du Québec vient de nommer Mme Christine Quérido à la présidence du Conseil des universités pour un mandat de cinq ans. Mme Quérido n'est pas étrangère au Conseil puisqu'elle a présidé, de 1982 à 1984, la Commission de la recherche universitaire. La nouvelle présidente était depuis 1984, présidente du FCAR (Fonds québecois pour la recherche universitaire).

Le Conseil des universités a pour mandat de conseiller le ministre de l'Enseignement supérieur. Il mène entre autres, des études de pertinence sur les nouveaux programmes que veulent implanter les universités, jouant ainsi un rôle de coordination entre les universités du Québec.

Nouvelles INRS (Institut national de recherche scientifique)

M. Alain Soucy, directeur général de l'Institut national de la recherche scientifique, M. Marc-André Dionne, recteur de l'Université du Québec à Rimouski, et M. Claude Hamel, président de l'Université du Québec, ont signé un protocole d'entente relatif à la création du Centre océanographique de Rimouski. Cette cérémonie s'est déroulée de 20 juin dernier, à Rimouski, en présence du ministre de l'Enseignement supérieur et de la Science, M. Claude Ryan et du député de Rimouski, M. Michel Tremblay.

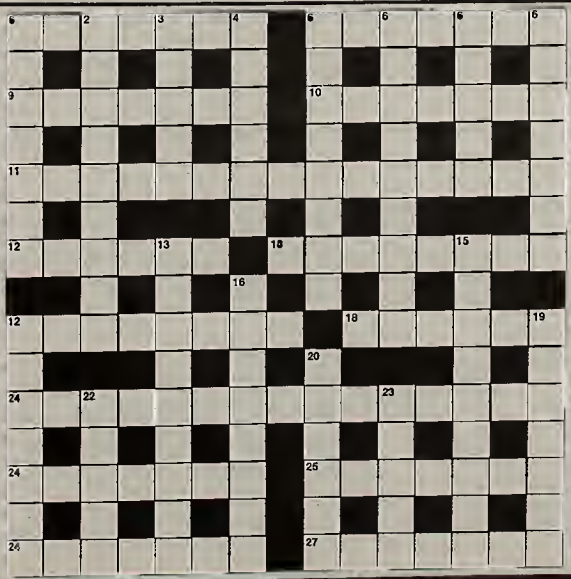
Ainsi, les chercheurs de l'INRS-Océanologie et du Département d'océanographie de l'UQAR s'associent dans le Centre océanographique pour le développement d'une recherche de haut niveau. M. Alan Walton a été nommé directeur du Centre. De réputation nationale et internationale, M. Walton était jusqu'alors directeur du Laboratoire international de radioactivité marine à l'Agence internationale d'énergie atomique de Monaco.

Liaison (L'Université de Sherbrooke)

Le prix scientifique Jean Van Beneden 1990 a été attribué à Messieurs Philippe DeWals et Jan de Maeseneer pour leurs travaux respectifs. Le prix de 100 000 francs belges est destiné à encourager la recherche dans le domaine de la médecine sociale et préventive. M. DeWals, actuellement professeur agrégé à l'Université de Sherbrooke, a été nommé pour l'ensemble de ses travaux sur l'épidémiologie des affections méningococciques, la mortalité périnatale et les malformations congénitales. Pour sa part, Jan De Maeseneer, professeur au Centrum voor Huisartsopleiding de l'Université d'Etat à Gand, a été cité pour sa recherche sur la pratique de la médecine générale et les soins de santé du premier échelon.

C'est en s'associant à des chercheurs de ce calibre que l'Université de Sherbrooke est devenue, selon le bulletin scientifique Science Watch, l'étoile montante de la recherche parmi les universités québécoises.

Marie Le Comte



Across

1. Golly .... sounds like half a horse to race! (3,4)
5. A member on CAUT's street. (7)
9. Kipling's love has status in CAUT. (2,5)
10. A crooked line cut to no purpose. (7)
11. Mark Anthony's view of Wilson's EPF action. (3,9,3)
12. Loveless pair in location for port. (6)
14, 27 and 21. Possibly cute if demi-monde caterer came to me for instance in CAUT (8, 7, 6, 9)
17. A chorister without a point can still make an argument. (8)
18. Ideas with direction for parenthetical remarks. (6)
21. ___ See 14.
24. A new member. Whisky? Right my boy! (7)
25. Always a heavy weight in British soccer. (7)
26. What a choir does in expression of harmony for those of Mao, for instance. (7)
27. ___ See 14.

Down

1. A thousand dollars may be cast — in brief it is opening. (7)
2. Three points about two articles: to envelope. (8)
3. Nature or kind, but needs a direction to have compassion. (7)
4. Metallic last with no charge; one in hundred. (6)
5. One of four with university in central time for water bearer. (8)
6. What the conciliator meets with in order to do his best. (4,5)
7. Remains left in rice pudding. (5)
8. Ice cast into an austere fashion. (7)
13. Side won or makes substance used by players. (4,5)
15. Perhaps I am Ted, Ted thought.
16. One hears some noises about to annoy in this fruit. (8)
17. Quits work and goes to bed. (7)
19. It is hard on unaccompanied child at the breast. (7)
20. I am under pressure with empty radio frequency, in short, defective. (6)
22. Without education the marshall is destitute. (5)
23. Goodnight girl. (5)

Librarians Conference/Colloque des bibliothécaires

Le programme ci-dessous touche à une gomme de problèmes urgents pour les universitaires.

PROGRAMME
La solidarité universitaire

Le vendredi 23 novembre:
18 h à 20 h Inscription
20 h Le colloque débute par l'allocution de Rita Vine, de Calgary. Il sera suivi d'un bar payant et d'une réception où seront servis des hors-d'oeuvre.
Le samedi 24 novembre:
8 h à 10 h Inscription
9 h à 10 h 15 Première séance plénière:
La tâche — Joy Bennett (Concordia)
10h 15 à 10 h 45 Pause café
10 h 45 à 12 h Deuxième séance plénière:
La recherche — Ashley Thomson (Laurentienne) et Loren Singer (Concordia)
12 h à 14 hPause repas
14 h à 15 h 15 Troisième séance plénière:
Les évoluations: les promotions et lo permonence — Dennis Felbel (Manitoba)
15 h 15 à 15 h 45 Pause café
15 h 30 à 16 h 45 Séances simultanées:
Lo retraite — Ruth Leslie (Windsor)
Le perfectionnement professionnel — Dorothy Milne (Memorial)
L'union des professeurs et des bibliothécoires en une seule unité de négociation — Joyce Lorimer et John McCallum (Wilfrid Laurier)
16 h 45 à 17 h Résumé des séances simultanées
17 h Ajournement
Le dimanche 25 novembre:
9 h à 10 h 15 Séances simultanées:
Les questions reliées aux sexes —Janice Drakich (Windsor)
Questions actuelles — Marilyn Rennick, (Ottawa), présidente CASLIS
L'état d'universitaire et de professeur — Eileen Goltz (Laurentienne)
10 h 15 à 10 h 30 Résumé des séances simultanées
10 h 30 à 11 h pause café
11 h à 12 h Quatrième séance plénière
Un rapport sur les questions découlant du colloque — John Murchie (NSCAD)
12 h Fin du colloque

Il y aura une période de questions et de discussion ò chacune des séances plénières et simultanées

The programme which follows covers a wide range of pressing concerns to academic staff members.

PROGRAMME
The Academic Partnership

Fridoy, November 23:
6:00 to 8:00 p.m. Registration.
8:00 p.m. The Conference opens with an address by Rita Vine of Calgary, followed by a cash bar and a reception at which finger foods will be provided.
Saturdoy, November 24:
8:00 to 10:00 a.m. Registration.
9:00 to 10:15 a.m. First Plenary Session:
Worklood — Joy Bennett (Concordia).
10:15 to 10:45 a.m. Coffee.
10:45 to 12:00 a.m. Second Plenary Session:
Research — Ashley Thomson (Laurentian) and Loren Singer (Concordia)
12:00 to 2:00 p.m. Lunch Break.
2:00 to 3:15 p.m. Third Plenary Session:
Evaluotions: Promotions ond Tenure — Dennis Felbel (Manitoba).
3:15 to 3:30 p.m. Coffee.
3:30 to 4:45 p.m. Concurrent Sessions:
Retirement — Ruth Leslie (Windsor)
Professionol Development — Dorothy Milne (Memorial).
The Merging of Faculty ond Librarions in a Single Borgoining Unit — Joyce Lorimer and John McCallum, (Wilfrid Laurier).
4:45 to 5:00 p.m. Wrap-up of Concurrent Sessions.
5:00 p.m. Adjourn for the day.
Sunday, November 25:
9:00 to 10:15 a.m. Concurrent Sessions:
Gender Issues—Janice Drakich (Windsor)
Current Issues — Marilyn Rennick, (Ottawa) President CASLIS
Acodemic and Faculty Status — Eileen Goltz (Laurentian).
10:15 to 10:30 a.m. Wrap-up of Concurrent Sessions.
10:30 to 11:00 a.m. Coffee Break
11:00 to 12:00 p.m. Fourth Plenary Session:
A Report on Issues Emerging from the Conference — John Murchie (NSCAD).
12:00 noon The Conference Closes.

There will be time for questions and discussion during eoch of the plenary ond concurrent sessions

LA SOLIDARITÉ UNIVERSITAIRE
UN COLLOQUE ORGANISÉ PAR LE COMITÉ DES BIBLIOTHÉCAIRES DE L'ACPU
du 23 au 25 novembre 1990
à l'hôtel Westin d'Ottawa

Inscription:
100,00 $ par personne jusqu'au 15 octobre.
125,00 $ par personne après le 15 octobre.
Les droits d'inscription sont réduits si deux personnes ou plus d'un même établissement d'enseignement s'inscrivent au colloque. Les droits seront de 75,00 $ pour chaque délégué jusqu'au 15 octobre et de 100,00 $ chacun après cette date.
Prière d'envoyer les inscriptions à l'adresse suivante:
Lo solidorité universitaire
a/s ACPU
294, rue Albert, bureau 308
Ottawa (Ontario) K1P 6E6
A l'attention de Lynn Braun
Hébergement:
Chambre simple ou double à l'hôtel Westin: 105,00 $ par soir. Le partage d'une chambre réduit les dépenses.
Repas:
Les délégués assument leurs frais de repas. De l'hôtel, une porte intérieure permet l'accès direct au Centre Rideau, un grand centre commercial, où l'on trouve de nombreux restaurants. En outre, nous fournirons une liste des restaurants de l'hôtel ou situés près de l'hôtel.
Services de troduction:
L'interprétation simultanée sera assurée à toutes les séances plénières.
Comptoir d'inscription:
Le comptoir sera ouvert de 18 h à 20 h le vendredi 23 novembre et de 8 h à 10 h le samedi 24 novembre.

THE ACADEMIC PARTNERSHIP
A CONFERENCE PRESENTED BY THE CAUT LIBRARIANS COMMITTEE

November 23-25, 1990
At the Westin Hotel, Ottawa

Registration:
$100.00 per person until October 15.
$125.00 per person after October 15.
A reduced registration fee will be available when two or more people register from the same institution. This will be $75.00 for each registrant until October 15 and $100.00 for each after October 15.
Mail Registrations to:

The Acodemic Portnership,
c/o CAUT
294 Albert Street, Suite 308,
Ottawa, Ontario, K1P 6E6,
Attention: Lynn Braun.

Accommodotion:
Single or double occupancy at the Westin Hotel—$105.00 per night. Sharing a room would reduce expenses.

Meols:
Delegates will be responsible for their own meals. There is direct indoor access from the Westin Hotel to the Rideau Centre (a large shopping mall), where there are many restaurants. As well, a list of eating places in and near the hotel will be provided.

Translation Services:
Simultaneous translation will be provided for all plenary sessions.

Registration Desk:
Open 6:00 to 8:00 p.m. Friday, November 23, and 8:00 to 10:00 a.m. Saturday, November 24.

Additional conference registration and hotel reservation forms are available from Lynn Braun at the CAUT office.

On peut se procurer des formulaires supplémentaires d'inscription ou de réservation de chambres auprès de Lynn Braun, du secrétariat de l'ACPU.

CAUT/ACPU
308-294 RUE ALBERT STREET
OTTAWA, ONTARIO
K1P 6E6
(613) 237-6885

Federal contractor's program: an update for universities

The Program:

The main objective of the Canadian Federal Contractor's Program is to ensure that contractors who do business with the Government of Canada achieve and maintain employment equity in their workforce. The program applies to contractors who employ at least 100 people and who want to bid on federal contracts of $200,000 or more. As a condition of their bid, these suppliers must commit themselves to implementing employment equity and to achieve a fair and representative workforce. If employment equity measures are not created and implemented, the contractor may lose the opportunity to compete for future government business.

Under the program, an institution certifies in writing its committment to an employment equity program. An initial report is submitted, and the Canadian Employment and Immigration Commission may conduct a review to determine whether the contractor has complied with its program. During the review process, government officials conduct an initial investigation, one year later make a second visit, and then the review is closed. Subsequent reviews may be undertaken two years after the institution has been found in compliance. The reviews are based on eleven criteria.

The Universities:

Currently, twenty-nine (29) universities have been certified under the program. Three (3) are involved voluntarily since they have not yet received contracts, fifteen (15) have received contracts but are not yet under review, seven (7) have received contracts and are currently under review and four (4) have received contracts and have had a positive review. To date, there have been no negative reviews in the university sector.

The following table indicates which universities fall into each of these four categories.

Carleton University Receives Merit Award

Carleton University was one of two institutions which received a merit award for efforts in implementing employment equity under the Federal Contracts Program. Maritime Paper Products also obtained an award. The 1st Annual Merit Award ceremony took place June of 1990. Ninety contractors applied for the awards and in addition to the two merit awards, there were thirteen honourable mentions.

UNIVERSITIES CERTIFIED UNDER THE FEDERAL CONTRACTORS PROGRAM

CONTRACTS NOT YET AWARDED

Mount St. Vincent, N.S.
Regina, Saskatchewan
Victoria, B.C.

CONTRACTS HAVE BEEN AWARDED

Not Yet Under Review	Currently Under Review	Review Closed
Alberta, Alberta	Concordia, Quebec	Calgary, (Alberta) (July '89)
UBC, B.C.	Guelph, Ontario	
Dalhousie, NS	Laval, Quebec	Carleton, (Ontario) (Dec. '89)
Polytechnique, Quebec	McMaster, Ontario	
McGill, Quebec	UNB, NB	Manitoba,(Manitoba)
Queen's, Ontario	Toronto, Ontario	
UQAM, Quebec	Windsor, Ontario (Feb.1990)	Ottawa, (Ontario) (Sept. '89)
Ryerson, Ontario		
Saskatchewan, Sask.		
Simon Fraser, B.C.		
TUNS, NS		
Trent, Ontario		
Waterloo, Ontario		
Western, Ontario		
York, Ontario		

LE TABLEAU CI-DESSOUS RÉPARTIT LES UNIVERSITÉS DANS QUATRE CATÉGORIES.
UNIVIERSITÉS QUI SE SONT CONFORMÉES AU PROGRAMME DE CONTRATS FÉDÉRAUX

Contrats non encore accordés

Mt. St. Vincent, N.-E.
Regina, Sask.
Victoria, C.-B.

Contrats accordés

Pas encore vérifié	En vérification	Achevé
Alberta	Concordia, Québec	Calgary, Alberta (Juil. 89)
UBC, C.-B.	Guelph, Ontario	
Dalhousie, N.-E.	Laval, Québec	Carleton, Ontario (Déc. 89)
Polytechnique, Québec	McMaster, Ontario	
Québec	UNB, N.-B.	Manitoba, Man. (Fév. 90)
McGill, Québec	Toronto, Ontario	
Queen's, Ontario	Windsor, Ontario	Ottawa, Ontario (Sept. 89)
UQAM, Québec		
Ryerson, Ontario		
Saskatchewan		
Simon Fraser, C.-B.		
TUNS, N.-E.		
Trent, Ontario		
Waterloo, Ontario		
Western, Ontario		
York, Ontario		

Le Programme de contrats fédéraux: les universités

Le programme

Le Programme de contrats fédéraux a comme objectif principal d'assurer que les entreprises faisant affaire avec le gouvernement du Canada mettent en oeuvre l'équité en matière d'emploi. Le programme s'applique aux entreprises qui emploient au moins 100 personnes et qui désirent soumissionner des contrats fédéraux de biens et services de 200 000 $ ou plus. Le programme exige que ces entreprises s'engagent à mettre en oeuvre l'équité en matière d'emploi afin de disposer d'une main-d'oeuvre qui soit représentative et équitable. A défaut de se conformer aux mesures prescrites, les entreprises pourront perdre l'occasion de concourir pour des marchés du gouvernement fédéral.

En vertu du programme, un établissement d'enseignement s'engage par écrit à mettre en oeuvre l'équité en matière d'emploi. A la soumission d'un premier rapport, la Comission de l'emploi et de l'immigration du Canada peut vérifier si l'établissement s'est conformé au programme. Pendant le processus d'évaluation, des représentants du gouvernement effectuent une première vérification, en font une deuxième un an plus tard puis, si les résultats sont positifs, le processus est achevé. D'autres vérifications peuvent être effectuées deux ans après l'attestation de conformité de l'établissement d'enseignement. Les vérifications se fondent sur onze critères.

Les universités

A l'heure actuelle, vingt-neuf (29) universités ont reçu une attestation de conformité au programme. De ce nombre, trois (3) participent volontairement puisque qu'elles n'ont pas encore obtenu de contrats, quinze (15) ont obtenu des contrats mais n'ont pas encore fait l'objet d'une vérification, sept (7) ont obtenu des contrats et font actuellement l'objet d'une vérification et quatre (4) ont reçu des contrats et ont obtenu des résultats positifs de conformité au programme. Jusqu'à présent, on ne compte aucune vérification négative dans le secteur universitaire.

L'Université Carleton reçoit un prix du mérite

L'Université Carleton est l'une des deux entreprises qui se sont mérité un prix pour les efforts déployés dans la mise en oeuvre de l'équité en matière d'emploi en vertu du Programme de contrats fédéraux. L'entreprise Maritime Paper Products a également obtenu un prix. La première cérémonie de remise annuelle du prix a eu lieu en juin 1990. Quatre-vingt dix entreprises ont posé leur candidature pour l'obtention du prix. Outre les deux prix du mérite, treize mentions honorables ont été remises.

We need your support. Cancer can be beaten.
CANADIAN CANCER SOCIETY | SOCIÉTÉ CANADIENNE DU CANCER

Positions Available / Postes vacants

ACCOUNTING

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1991 or by arrangement. Appointments available until positions filled. Send resumes to Dr. J.R. Henna, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ACCOUNTING & FINANCE

BROCK UNIVERSITY. Faculty Appointment in Accounting and Finance. Tenure track positions are available in the Department of Accounting and Finance for faculty with interests in Financial and Managerial Accounting, Taxation, Auditing and Information Systems. The Faculty of Business offers a Bachelor of Accounting degree, an Honours degree, work-study or a full-time basis, which fulfills the university requirements of professional accounting organizations. An accounting major option is also offered as part of the Honors Bachelor of Business Administration program. Brock University has approximately 5,200 full-time and 4,000 part-time students. The University is located in the heart of the Niagara Peninsula which offers excellent lifestyle options. It is close to major business centres, other universities and sports and cultural facilities. Candidates with completed Ph.D. or close to completion, who are interested in teaching and research, are invited to apply. Please submit your application, with a curriculum vitae and the names of three referees to: Dr. Harvey Mann, Faculty of Business, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified woman candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

ANATOMY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND invites applications for a tenure-track position of Assistant Professor of Anatomy in the Faculty of Medicine. The successful applicant would teach gross anatomy to medical students and would be expected to have, or to develop, a strong research program compatible with existing areas of strength (Neuroscience, Immunology, Molecular Biology). An ability to teach embryology, histology, or neuroanatomy would be an advantage. Excellent facilities for research are available, including electron microscopy, histology, computing services, and animal care, together with neuropharmacology, neurophysiology and clinical sciences. Funds will be made available to set up a research program. Assistance with relocation is available. Memorial University of Newfoundland is an equal opportunity employer. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae, a statement of research interests, and the names of three referees should be sent by October 30, 1990 to: Dr. T.M. Scott, Professor of Anatomy, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3V6

UNIVERSITY OF MANITOBA. The Department of Anatomy at The University of Manitoba invites applications for a probationary (tenure stream) appointment at the rank of an Assistant/Associate Professor. The appointment will begin on July 1, 1991. Candidates should have a Ph.D. or M.D. degree or both with research experience and a strong publication record. The successful candidate will be required to teach histology and gross anatomy to undergraduate, graduate, and post graduate medical, dental, medical rehabilitation and other groups of students, and to establish an independent research program in the area of cellular and molecular neurobiology. Salary and rank will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae, together with a brief outline of research interests, and arrange for three letters of reference to be sent to: T.V.N. Persaud, Professor and Head, Department of Anatomy, University of Manitoba, 730 William Avenue, Winnipeg, Manitoba, R3E 0W3. Closing date for receipt of applications: November 30, 1990.

ANTHROPOLOGY

UNIVERSITY OF VICTORIA. The Department of Anthropology at the University of Victoria invites applications for a tenure track position at the Assistant Professor level from qualified applicants. The department has a general program in Anthropology at both the B.A. and the M.A. level with all subdisciplines included. A broad range of theoretical perspectives is currently represented in the Department. Applications are welcome from candidates interested in making a contribution to our program and with teaching and research interests in any of the following areas: archaeology, cultural anthropology, or physical anthropology. A Phd or equivalent is required. Please send curriculum vitae and the names of three referees to: Dr. David S. Moyer, Department of Anthropology, University of Victoria, P.O. Box 3050, Victoria, B.C. V8W 3P5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Therefore, this advertisement is directed in the first instance to women, aboriginal peoples, persons with disabilities, and visible minorities. The deadline for applications is 31 December 1990.

ARCHITECTURE

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Lectureship in Architectura, Department of Architecture, School of Architecture, Property & Planning. The University seeks to appoint a Lecturer to take up duties on, or as soon as possible after 1 February 1991. Candidates should be qualified in architecture or in a related discipline with experience in practice and teaching with a record of significant academic achievement in their field, preferably with a postgraduate qualification in architecture or other relevant discipline. The University is particularly interested in candidates with specialisation in architectural history and theory. The successful applicant will be required to teach at undergraduate and graduate levels, and undertake research in some aspects of her or his specialisation. Commencing salary will be established within the range $NZ36,000 - $47,200 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 2 November 1990. The University of Auckland - An Equal Employment Opportunity Employer.

ART & DESIGN

UNIVERSITY OF ALBERTA. History of Art and Design. Applications are invited for a full-time tenurable appointment at the rank of assistant professor (minimum 1990-1991 salary: $36,910) commencing July 1, 1991. The successful candidate will possess a Ph.D. and be a specialist in 20th century critical theory. Candidates must also be conversant with, and able to teach, Architecture and Design history. Furthermore, university level teaching experience and a strong record of scholarly publication appropriate to the position are sought. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. By December 15, 1990, applicants should submit a c.v. and samples of scholarly work, and arrange for three letters of reference to be sent to: Professor Rochfort, Chair, Department of Art and Design, 3-98 Fine Arts Building, University of Alberta, Edmonton, Alberta, Canada T6G 2C9. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal peoples, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA. History of Art. The Department of Art and Design invites applications for a tenurable position at the rank of Assistant Professor (minimum 1990-1991 salary $36,910) commencing July 1, 1991. The position for which a Ph.D. is required is in the field of Medieval and Baroque Art, Architecture and Design. The successful candidate will also be required to teach some survey courses as part of the normal teaching load. University level teaching experience and a record of scholarly publication are sought for this position. By December 15, 1990, applicants should submit a c.v. and samples of scholarly work, and arrange to have three letters of reference sent to Professor Rochfort, Chair, Department of Art and Design, 3-98 Fine Arts Building, The University of Alberta, Edmonton, Alberta, Canada T6G 2C9. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal peoples, disabled persons, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS

UNIVERSITY OF VICTORIA. The School of Business, University of Victoria, is seeking applications at all ranks for tenure track and visiting faculty positions in organization behaviour/organization and management theory/human resource management, finance, and management/business policy/strategy in the areas of Entrepreneurship and Small Business, International Business, and Tourism Management. Appointment dates are flexible from July 1, 1991. Applicants should hold a doctoral degree or be near completion of a doctoral program. Salary levels are very competitive and negotiable, dependent upon qualifications and experience. An excellent benefits package is provided including retirement benefits, life insurance, and medical, dental and extended health. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Interested individuals should forward a resume and the names of three referees to: Dr. David A. Boag, Director, School of Business, c/o Dr. John A. Schofield, Chair of Economics and Acting Director of Business, Department of Economics, University of Victoria, P.O. Box 3050, Victoria, B.C., V8W 3P5; FAX 604 721-8653. Applications should be submitted as soon as possible and no later than 31 December 1990.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in all fields of Business. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Salary ranges: Assistant Professor $34,970 to $51,434; Associate Professor $43,590 to $65,718; Professor starts at $55,263. Competitive salary supplements are available. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. Jean-Louis Malouin, Dean, Faculty of Business; University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management Science, Marketing, and Organizational Behaviour. A Ph.D. or equivalent and strong research interests required for permanent positions. Masters and professional credentials acceptable for visiting or limited term appointments. Salary and rank dependent on qualifications. Applications are welcome until positions are filled. Some positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Please send resumes to: Dr. W. John Brennan, Dean, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

WILFRID LAURIER UNIVERSITY. Applications are invited for positions in the areas of Accounting, Finance, Human Resources, Marketing, Operations and Decision Sciences and Policy for the 1991-92 academic year. Qualifications: PhD or ABD with teaching and research experience. Rank: Lecturer up to Full Professor. Salary and rank will depend on qualifications and experience. The University welcomes applications from all qualified women and men. Applications accepted until positions are filled. Positions are subject to budget approval. Send applications to: Dr. Peter Gillett, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

QUEEN'S UNIVERSITY. School of Business - 1990-91. Applications are invited for one tenure track position in each of the following areas: Accounting, MIS, OB/IR and Policy. All positions are subject to budgetary approval. Salary and rank will be commensurate with qualifications and experience but appointments are most likely to be made at the junior level. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Capacity to deal with students at the B.Com., MBA, and Ph.D. levels is necessary. Applications will be accepted until positions are filled but should be submitted by December 31, 1990. Candidates of both sexes are equally encouraged to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send c.v. and names of three references to: Dr. D.L. Anderson, Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

CHEMISTRY

UNIVERSITE LAURENTIENNE. Professeur(e) Adjoint(e) en Chimie Analytique. Le Département de chimie de l'Université Laurentienne sollicite des candidatures à un poste régulier en chimie analytique. Les personnes intéressées devraient posséder un doctoral et, de préférence, une expérience post-doctorale. La personne choisie devra maîtriser la langue française et devra participer à l'enseignement des cours de service en chimie, en particulier en chimie analytique. On s'attend à ce que la personne choisie développe un programme de recherche dans le domaine de la chimie analytique. L'Université Laurentienne offre des chances égales d'emploi pour tous. En conformité avec les réglements canadiens sur l'immigration, cette annonce est destinée initialement aux citoyens canadiens et aux immigrants reçus. Les personnes intéressées sont priées de faire parvenir leur curriculum vitae, accompagné de la description de leur domaine de compétence, d'un bref exposé de leurs intérêts en recherche ainsi que d'un projet de recherche, et des noms et adresses de trois respondants à: Dr. Frank Smith, Directeur, Département de chimie, Université Laurentienne, Sudbury, Ontario, P3E 2C6.

TRENT UNIVERSITY: Department of Chemistry. Applications are invited for a tenure-track position at the Assistant Professor level in Organic Chemistry to commence July 1, 1991. Qualifications: Ph.D. and demonstrated superior abilities in teaching and research. Holder of the position will be encouraged to establish an active independant or collaborative research program. Current research in the Department includes mass spectrometry, environmental, synthetic and medicinal organic chemistry, and the biochemistry of natural products. The position is open to males and women. In accordance with Canadian immigration regulations, this notice is directed in the first instance to Canadian citizens and permanent residents. Trent University is an equal opportunity employer. Please send letter of application with curriculum vitae, with the names of three referees, by November 1, 1990 to A.H. Reas, Professor and Chair, Chemistry Department, Trent University, Peterborough, Ontario, K9J 7B8.

UNIVERSITY OF WATERLOO. Tenure-Track Faculty Position in Experimental Polymer Chemistry. The Department of Chemistry at the University of Waterloo invites applications for a tenure track position in experimental Polymer Chemistry at the level of Assistant or Associate Professor to begin January 1, 1991. This position is subject to budgetary approval. The applicant must have a PhD in the area of Polymer Chemistry, and the ability to develop a post-doctoral experience and a strong record of research accomplishment in experimental Polymer Chemistry. We are seeking an individual of outstanding background and excellent promise, who will establish an independent research program and participate in undergraduate and graduate teaching. The salary will be commensuate with education and experience. The Department offers a stimulating and pleasant environment in which to work. The Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC)(2) is one of the largest and most active graduate schools in Canada. The Polymer Research Institute, which operates jointly out of the Chemistry and Chemical Engineering Departments, has one of the largest concentrations of Polymer scientists and engineers in Canada. The University of Waterloo offers equal opportunity for employment to qualified women or men, and is an Employment Equity Employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A complete application must include a curriculum vitae, a list of publications, a summary of research interests, an outline of proposed research and the names and addresses of at least three references. The application should be sent to Professor F.R. McCourt, Chairman, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for application is October 30, 1990.

CHRISTIANITY & CULTURE

THE UNIVERSITY OF ST. MICHAEL'S COLLEGE invites applications for a tenure-track appointment at the Assistant or Associate Professor level in the Interdisciplinary Christianity and Culture programme. The programme is looking for a cultural/social historian interested in dealing with the problems arising from the interaction of the contemporary secular world and Christian tradition, and with the historical development of institutions in their ecclesial/cultural context. The successful candidate will be expected to assume leadership in developing the "Christianity and Society" curricular area within this undergraduate liberal arts programme, will be responsible for teaching in established courses (such as Christianity Faces the Secular World, Advanced Topics in Christianity and Society), and for developing further courses treating individual historical problems and periods (including candidate's own research interests). Applicants with their doctorate in history are preferred, but those with strong historical training in other pertinent areas will be considered. Publications, post-doctoral teaching experience in the general area of Christian culture, and demonstrated commitment to the Catholic intellectual tradition will be taken into account. St. Michael's College appointments follow the University of Toronto salary scale and salary will be commensurate with qualifications, experience, and Toronto conditions. Send cv and 3 letters of reference to Principal William B. Dunphy, University of St. Michael's College, 81 St. Mary Street, Toronto, Ontario, M5S 1J4. FAX (416) 926-7276. Deadline for applications October 31, 1990; appointment from July 1, 1991. Canadian immigration regulations require the University to assess the applications received from Canadian citizens and permanent residents of Canada before assessing the applications received from other persons. The University encourages both women and men to apply for positions.

CLASSICS

UNIVERSITY OF VICTORIA. The Department of Classics, University of Victoria, invites applications for a tenure-track position at the rank of Assistant Professor, effective 1 July 1991. The Ph.D. should be completed by that date. Candidates must be well qualified in both Greek and Latin language and literature; preference will be given to applicants with demonstrated strength in Greek literary studies. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Send applications and complete dossiers before November 30, 1990 to Professor Peter Smith, Chair, Department of Classics, University of Victoria, P.O. Box 3045, Victoria, B.C., Canada, V8W 3P4; FAX (604) 721-7212. Department representatives will be available for interviews at the APA meeting in San Francisco on December 28-30, 1990.

UNIVERSITY OF MANITOBA. The Department of Classics at the University of Manitoba invites applications for a

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tenure-track position at the rank of Assistant Professor commencing July 1, 1991. The appointee must be qualified to teach a variety of Greek and Latin courses, but the main responsibilities for instruction and research will be in Greek and Roman archeology and history. Desiderata include a completed Ph.D., a significant record of scholarly publications and an agenda of research leading to publication, successful experience as an instructor in the classroom and in the field, access to Greek sites and museum collections in the classical world for research and instructional purposes. The ability to conduct courses in French as well as English would be an asset. The salary floor for an Assistant Professor is $30,422 (currently under review). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. This advertisement is directed to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to: Professor John J. Gahan, Acting Head, Department of Classics, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The closing date for applications is November 15, 1990.

COMMUNICATION

UNIVERSITY OF CALGARY, Applied Communication. The University of Calgary Department of Teacher Education and Supervision invites applications for a tenure-track position as Assistant Professor in Communication. Experience in teaching and learning (e.g. interpersonal, small and large group, and/or intercultural-communication) is required. Responsibilities include: teaching undergraduate and graduate courses in communication; supervising graduate students; and conducting a program of personal research in communication. Preference will be given to those with a completed doctorate, demonstrated scholarly ability, and teaching experience in the schools. Salary and rank are commensurate with qualifications and experience. Start date: January 1, 1991 or as soon thereafter as possible. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates including women, aboriginal people, visible minorities, and people with disabilities. Applicants are requested to send a complete curriculum vitae and the names of three referees by November 30 1990 to: Dr. Ed Ratsoy, Department of Teacher Education and Supervision, Faculty of Education, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberta, T2N 1N4.

COMPUTER SCIENCE

THE UNIVERSITY OF CALDARY Department of Computer Science invites applications for an Assistant Professor (tenure-track) commencing July 1, 1991. Duties include teaching at the undergraduate and graduate levels (PhD and MSc) and maintaining an active research program in computer science. A researcher in software engineering, systems or computer graphics is particularly encouraged but all qualified candidates in all areas of core computer science are encouraged to apply. Research facilities include a large network of Sun workstations and fileservers connected using FDDI running Unix. Requirements include a PhD in computer science or a related area. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and persons with disabilities. Interested candidates should direct applications, including a curriculum vitae, copies of their three most important publications, and the names of three references, prior to January 31, 1991, to: Dr. Jon Rokne, Head, Department of Computer Science, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4; Telephone: (403) 220-5454.

ALGOMA UNIVERSITY COLLEGE invites applications for a tenure-stream faculty position in Computer Science. Duties will commence January 1, 1990 and will include undergraduate teaching, curriculum planning and development, and research. Algoma offers an undergraduate-centred teaching environment, an excellent quality of life, and competitive salary and benefits. Minimum qualifications are a relevant graduate degree (e.g. Ph.D. is preferred) and previous teaching experience. Applicants should submit a current curriculum vitae and names of three references to: Professor J. A. Gibson, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. This advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. School of Computer Science. Applications are invited for tenure track positions at the rank of Assistant or Associate Professor in the School of Computer Science starting July 1, 1991. The School has 17 full-time faculty with particular research strengths in algorithms and complexity, intelligent systems, object-oriented programming, and parallel and distributed computing. Outstanding candidates with a Ph.D. in any area of computer science and engineering will be considered. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. The School offers both undergraduate honours programs and graduate programs up to the Ph.D. level. The programs have restricted enrolment in order to maintain a high quality research and teaching environment. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is encouraged. Carleton is located in Ottawa, the capital of Canada and a major center of advanced technology research and development. Salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees to Professor Frank Fiala, Acting Director, School of Computer Science, Carleton University, Ottawa, Ontario K1S 5B6, Canada. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested applications from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval.

THE UNIVERSITY OF WATERLOO invites applications for faculty positions in Computer Science. A Ph.D. in computer science is required, with evidence of outstanding research accomplishments or potential in the areas of programming languages/tools, distributed systems, or hardware/software systems. Salary is commensurate with experience. Applications from recent graduates and from recent graduates are particularly welcome. The Department of Computer Science comprises 40 full-time faculty members engaged in research and teaching activities. The Department and twelve computer research laboratories are housed in the new 300,000 sq. ft. William G. Davis Computer Research Centre. The Department is a key participant in ITAC: Information Technology Research Centre (a Centre of Excellence funded by the government of the Province of Ontario) that supports basic and applied research in information technology. Applications should include a curriculum vitae and the names of three references and should be directed to the chairman: Protesor P.A. Larson, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Caneda N2L 3G1; palarson@waterloo.edu. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. The University encourages both women and men to apply.

CREATIVE WRITING

THE UNIVERSITY OF BRITISH COLUMBIA. Creative Writing (Non-fiction). The Department of Creative Writing at the University of British Columbia invites application for a tenure-track appointment at the Assistant Professor level, commencing July 1, 1991. Salary will be commensurate with qualifications and experience. A researcher in software engineering, systems or computer graphics is particularly encouraged but all qualified candidates in all areas of core computer science are encouraged to apply. Research facilities include a large network of Sun workstations and fileservers connected using FDDI running Unix. Requirements include a PhD in computer science or a related area. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and persons with disabilities. Interested candidates should direct applications, including a curriculum vitae, copies of their three most important publications, and the names of three references, prior to January 31, 1991, to: Dr. Jon Rokne, Head, Department of Computer Science, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4; Telephone: (403) 220-5454.

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CARLETON UNIVERSITY. School of Computer Science. Applications are invited for tenure track positions at the rank of Assistant or Associate Professor in the School of Computer Science starting July 1, 1991. The School has 17 full-time faculty with particular research strengths in algorithms and complexity, intelligent systems, object-oriented programming, and parallel and distributed computing. Outstanding candidates with a Ph.D. in any area of computer science and engineering will be considered. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. The School offers both undergraduate honours programs and graduate programs up to the Ph.D. level. The programs have restricted enrolment in order to maintain a high quality research and teaching environment. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is encouraged. Carleton is located in Ottawa, the capital of Canada and a major center of advanced technology research and development. Salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees to Professor Frank Fiala, Acting Director, School of Computer Science, Carleton University, Ottawa, Ontario K1S 5B6, Canada. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested applications from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval.

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graduate degree for the preparation of school counsellors and school psychologists. Rank and salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Closing date for applications is October 31, 1990. Applicants should send a curriculum vitae, graduate transcript, and the names of three referees to: Dr. Glenn W. Sheppard, Head, Department of Educational Psychology, Faculty of Education, Memorial University of Newfoundland, St. John's, NF, A1B 3X8.

ENGINEERING

UNIVERSITY OF TORONTO. Power Electronics Research Laboratory. The Department of Electrical Engineering invites applications for the position of Research Associate in the area of Power Electronics. A Ph.D. is required in Electrical Engineering with a strong record of publications, hands-on experience with power electronic devices, microprocessors, and a sound background in computer applications and digital simulation methods. Applications should be sent to: Professor P.P. Dawson, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, Canada, M5S 1A4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. The Department of Electrical Engineering invites applications for two tenure-stream Assistant Professor positions in the area of Computer Engineering, available immediately. Subareas of specialization include, but are not limited to, software engineering and computer architecture. Cross-appointment to the Department of Computer Science is a possibility. These positions involve both research and teaching at the undergraduate and graduate levels. Applicants must have a doctoral degree in Electrical Engineering, an outstanding academic record and effective teaching ability. These positions are two of several to be made possible by the expansion of the Department of Electrical Engineering and the establishment of a new undergraduate program in Computer Engineering. Applicants should send a curriculum vitae, a statement concerning teaching and research interests, and a list of three references to: Professor A.S. Sedra, Chairman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, Canada M5S 1A4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University encourages both women and men to apply.

UNIVERSITY OF OTTAWA. Computer Engineering. Applications are invited for a tenure-track faculty position at the Assistant Professor level in the area of Computer Engineering. The position is expected to be filled by December of 1990. At the time of application the candidate must have obtained a Ph.D. (or expect to have one soon) in Computer Engineering, must be bilingual and willing to teach courses both in French and English as required. The applicant must have strong research interest in any area of Computer Engineering and must be willing to teach both graduate and undergraduate courses. Interests in the areas of computer applications in Systems, Controls and Electronics will be considered as additional assets. In accordance with Canadian immigration laws, priority will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, a list of publications, and arrange to have at least three letters of reference sent directly to: Professor N.D. Ahmed, Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5. The deadline for applications is November 15, 1990. University of Ottawa is an equal opportunity/affirmative action employer.

UNIVERSITE D'OTTAWA. Génie informatique. Un poste menant à la permanence au niveau de professeur(e) adjoint(e) dans le domaine du génie informatique, est à combler d'ici le mois de décembre 1990. Les candidats et candidates doivent posséder un doctorat (ou s'attendre à l'obtenir bientôt) en génie informatique, être bilingues et prêts à donner des cours tant en anglais qu'en français selon les besoins. Il faut posséder de solides intérêts de recherche dans un des secteurs du génie informatique et être un mesure de dispenser des cours de premier cycle et de cycles supérieurs. Un intérêt pour les applications de l'informatique tirées aux systèmes, au contrôle et à l'électronique est considéré comme un atout. Conformément aux lois canadiennes de l'immigration, la priorité est accordée aux personnes de citoyenneté canadienne et aux résidents permanents. Prière d'adresser les demandes, accompagnées d'un curriculum vitae et d'une liste de publications, à l'ecdesse ci-dessous, et faire parvenir, directement à cette même adresse, au moins trois lettres de recommandation. Professeur N.U. Ahmed, Directeur du Département de génie électrique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. La date limite pour recevoir les demandes est le 15 novembre 1990. L'Université d'Ottawa a une politique d'égalité en matière d'emploi.

UNIVERSITY OF NEW BRUNSWICK. Mechanical Engineering. Applications are invited for a tenure-track position at the Assistant Professor level. The department is looking for research expertise in computer aided manufacturing or automatic control to complement its strong computer aided design research program. Candidates should have completed a Ph.D degree, be eligible for registration as a Professional Engineer in the Province of New Brunswick, and have a commitment to teaching and research. Applications with a curriculum vitae and the names of three referees should be sent to: Dr. H.G. Davies, Chairman, Department of Mechanical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF OTTAWA. Department of Chemical Engineering. Applications are invited for a tenure-track position at the rank of Assistant Professor. The candidate must hold (or expect soon to receive) a Ph.D. in chemical engineering or a related discipline, and the ability to be able to teach courses in French as well as English would be a very distinct advantage. Duties include the teaching of undergraduate and graduate courses, research, supervision of graduate students, M.A.Sc. and Ph.D. students, and participation in departmental and university activities. The actual field of research specialization is of less importance than the calibre of the applicant. The University of Ottawa is interested in attracting both women and men candidates, and employment equity is university policy. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications should be received by December 15, 1990. Interested applicants should send their curriculum vitae and the names of three referees to: Dr. Z. Duvnjak, Chairmen, Department of Chemical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5.

QUEEN'S UNIVERSITY. The Department of Electrical Engineering, Queen's University is seeking candidates for appointment to the tenure-track faculty positions of the Assistant or Associate Professor level. Applications are invited from all areas of electrical engineering, but preference will be given to persons specializing in: computer engineering, digital signal and image processing, fibre and integrated optics, finite-element analysis applied to electric machines, robotics and VLSI. Duties include undergraduate and graduate teaching, establishment of a significant research program and participation in the Department and its activities. The Department offers undergraduate Electrical Engineering and Computer Engineering Options with an enrolment of over 300 undergraduates and 125 post-graduate students in the M.Sc. and Ph.D. programs. Currently there are 24 full-time Faculty members and several adjunct Instructors. Applicants must hold a Ph.D. degree. Rank and salary are commensurate with qualifications and experience. Send a detailed career summary with names and addresses of three referees to Dr. G.J.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number: D490. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

CONCORDIA UNIVERSITY. The Department of Civil Engineering at Concordia University invites applications for a tenure-track faculty position in Structural Engineering. Candidates are sought at the Assistant/Associate Professor level. A higher rank will be considered if warranted by the experience and established record of the applicant. Applicants must possess a Ph.D. in Civil Engineering with specialization in numerical modelling of structural behaviour. They should also have demonstrated expertise in computer applications in structural engineering. Practical design experience in either steel or reinforced concrete is an important asset. The successful candidate will be expected to establish a significant research program, supervise M.Eng. and Ph.D. students and teach undergraduate and graduate courses. Membership, or eligibility for membership, in a Canadian professional engineering association is required. Applicants should submit a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Professor O.A. Pekau, Chair, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd West, Montreal, Quebec, Canada, H3G 1M8. Applications will be accepted until the position is filled and at least until October 1990. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to citizens and permanent residents of Canada, but other qualified candidates are also encouraged to apply. Equal consideration will be given to male and female applicants.

UNIVERSITY OF WATERLOO. The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in power systems, voltage insulation and microwave integrated circuits. The department also invites applications for definite-term appointments in information technologies of the candidate. The persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the auspices of the Information Technology Research Centre (ITRC). The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professors whenever possible. Candidates should send their resume to: Dr. Vicken H. Quintana, Chairman, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is a University policy. Send curriculum vitae and have three letters of reference forwarded to Dr. Vicken H. Quintana, Department of English, University of Ottawa, Ottawa, Canada, K1N 6N5.

BROCK UNIVERSITY. The Department of English Language and Literature invites applications for a tenure-track position at the rank of Assistant Professor. The position is in 19th Century and 17th Century Literature; preferably, candidates should be competent in both areas. The appointment will begin on July 1st 1991. Candidates should possess the Ph.D. Applicants should send a complete dossier and arrange to have three letters of reference forwarded to: Angus Somerville, Chairperson, Search for 17th Century Language and Literature, Brock University, St. Catharines, Ontario, L2S 3A1. The closing date for applications is October 30th 1990. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled.

UNIVERSITY OF NEW BRUNSWICK. The Department of English of the University of New Brunswick invites applications for a probationary tenure-track appointment at the rank of Assistant Professor, effective 1 July 1991 and subject to final budgetary approval. Applicants must hold the Ph.D. and must have Nineteenth-Century British Fiction as their primary area of specialization. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to Professor Roger Ploude, Chair, Department of English, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. The deadline for applications is December 15, 1990. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity. Applications from women are encouraged.

CONCORDIA UNIVERSITY. The Department of English invites applications for a tenure-track position (subject to budgetary approval) in the field of Eighteenth Century Literature at the Assistant Professor level, effective August 1, 1991. Applicants must have a completed Ph.D., teaching experience, and scholarly publications are desirable. The successful candidate should be able to teach and supervise the work of students in all areas. Restriction of Eighteenth Century Literature at both the undergraduate and graduate levels. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Gerald Auchinachie, Chair, Department of English, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. The deadline for applications is November 1, 1990.

CONCORDIA UNIVERSITY. The Department of English invites applications for a tenure-track position (subject to budgetary approval) in the field of Commonwealth Literature and World Literature written in English at the Assistant Professor level, effective August 1, 1991. Applicants must have a completed Ph.D., teaching experience, scholarly publications are desirable. The successful candidate should be able to teach and supervise the work of students in the field at both the undergraduate and graduate levels. Interested individuals should ask three referees to send confidential letters, and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Gerald Auchinachie, Chair, Department of English, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. The deadline for applications is November 1, 1990.

UNIVERSITY OF TORONTO (Scarborough Campus). Tenure Stream Position. Professor English Tenure stream. Qualification: Ph.D. in English. Duties: applications welcomed from candidates qualified to teach in any three of the areas in one of the following areas: American Literature, or Twentieth-Century Literature, excluding Drama. An ability to teach Composition and Theory at the undergraduate level will be an asset; applicants must demonstrate clear strength in both teaching and research. Appointment is effective 1 July, 1991. Applications and c.v. are to be sent to Professor John Warden, Chair, Division of Humanities, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Have three letters of reference, or dossier, sent to Chair, at above address. Include one writing-sample of no more than 25 pages. Applications arriving after 31 October 1990 may be too late. This position is subject to budgetary approval. The University of Toronto encourages both women and men to apply.

FAMILY STUDIES

UNIVERSITY OF MANITOBA. The Department of Family Studies at University of Manitoba has a full time tenure track position available at the Assistant or Associate Professor level in the area of Applied Child Development with emphasis on early child development. The successful candidate will teach undergraduate and graduate courses in child development, child care models, policy, and program evaluation. Applicants should have experience in day care and be able to complete practicum supervision with an active program of research in child development. Additional interests in the theory of play and parent education would be an asset. The successful applicant will hold a Ph.D. or be nearing completion of a Ph.D. programme and should be able to demonstrate competence in teaching and research. Salary to be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The university provides a smoke-free work environment. Priority consideration will be given to Canadian citizens and permanent residents. Enquiries and applications, including complete curriculum vitae and names of three referees should be sent by November 30, 1990 until filled to: Carol D.H. Harvey, Ph.D., Chair of Selection Committee, Department of Family Studies, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Appointment date open, but January 1, 1991, is preferred.

FRENCH

THE UNIVERSITY OF WINNIPEG. Department of French. Applications are invited for a permanent Instructor position, subject to budget approval, effective September 1, 1991 to teach introductory and intermediate language courses and to supervise the language laboratory as well as conversation classes. Candidates must hold the M.A. in French Language Studies with experience in Language Laboratory and CALL programmes as well as at least two years relevant teaching experience. Salary commensurate with experience and qualifications. Applications, curriculum vitae and three letters of reference should be submitted by November 15, 1990 to Dr. K.W. Meadwell, Chair, Department of French, University of Winnipeg, Winnipeg, Manitoba R3B 2E9. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

GEOGRAPHY

BRANDON UNIVERSITY. Geography Position. Applications are invited for a six month term appointment in the Department of Geography, with the possibility of extension. Qualifications: Applicants should have a Bachelor's degree in cartography/geography or a diploma in cartography. Experience in computer cartography would be an asset. Job Description/Duties: A technical position to provide design and production of maps for departmental faculty, faculty research and teaching. Responsibilities include the maintenance of a well equipped cartography laboratory and related photographic facilities and supervision of the department's map and air photo collections. Starting Date: January 1, 1991. Deadline for Applications: December 1, 1990 or when position is filled. Salary: ($21,000 - $36,294) according to qualifications and experience. Applications, with resume, portfolio, and three letters of reference should be sent to: Dr. J.C. Everill, Chairman, Department of Geography, Brandon University, Brandon, Manitoba R7A 6A9. Telephone: (204) 727-9768; Fax (204) 728-1476. Brandon University is committed to an equal employment program - women in particular are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA. Department of Geography. Applications are invited for a tenure track Assistant Professor position. PhD required. Candidates will be considered in any area of physical, human, or techniques geography of proven academic excellence and outstanding teaching and research potential who can contribute significantly to an active and growing Department. Major areas of emphasis in the Department focus on biophysical and human aspects of resources, sustainable development; physical geography; wilderness recreation and tourism; urban geography and planning, applications of GIS, and remote sensing. There are strong linkages with S.E. Asia and China. The Department is also involved with various existing and proposed University Centres, including Sustainable Regional Development, Earth and Ocean Research, and Housing and Land Use Studies. The preferred effective hiring date is July 1, 1991. In accordance with Candian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. In consideration of the fact federally designated groups, this position is reserved for a women, a person with a disability, an aboriginal person, or a person of a visible minority group. Applicants are including curriculum vitae and names of at least three referees, should be sent to: Michael C.R. Edgell, Chair, Department of Geography, University of Victoria, Box 3050, Victoria, BC, V8W 3P5. Application closing date: January 31st, 1991.

WILFRID LAURIER UNIVERSITY. The Department of Geography at Wilfrid Laurier University invites applications for a tenure-track position at the rank of Assistant Professor beginning January 1 or July 1, 1991. Candidates should have an urban/economic specialization with methodological strength in GIS and/or statistical techniques and computer applications. The successful applicant will be expected to teach both at the undergreduate and graduate level. Candidates must possess a Ph.D. at the time of the appointment. A review of candidates will begin immediately. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates of either sex are equally encouraged to apply. Please send a curriculum vitae with the names of three referees to: Dr. A. Hecht, Chairman, Geography Department, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5.

GEOLOGY

UNIVERSITY OF OTTAWA. The Department of Geology invites applicants for an open-rank position starting July 1, 1991. The position is open to candidates qualified to teach undergraduate courses in French and in English. Candidates who are capable of teaching stratigraphy, sedimentology and have a strong and active research record in clastic sedimentology are encouraged to apply. The Department within the Ottawa-Carleton Geoscience Centre provides the opportunity of interacting with a large geoscience community in the Ottawa region. In accordance with Canadian Immigration and Employment regulations this notice is directed in the first instance to Canadian citizens and permanent residents. Employment equity is University policy. Application deadline is January 30, 1991. Please send résumé and the names of 3 references to: Dr. A.D. Fowler, Department of Geology, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITE D'OTTAWA. Le Département de géologie offre un poste de professeur(e) niveau ouvert) débutant le 1er juillet 1991. Le(la) candidat(e) devra être qualifié(e) pour enseigner en français et en anglais au niveau sous-gradué. Le(la candidat(e) doit être capable d'enseigner la stratigraphie et la sédimentologie, et posséder un solide programme en sédimentologie clastique. Tout(es) candidat(es) répondant à ces critères seront fortement encouragé(es) à postuler. Conformément aux règlements d'Emploi et Immigration Canada, cette offre s'adresse en premier aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Prière de faire parvenir votre curriculum vitae, et les noms de trois références avant le 30 janvier 1991 à: Dr. A.D. Fowler, Département de géologie, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

GERONTOLOGY

UNIVERSITY OF WATERLOO. The Program in Gerontology, Faculty of Applied Health Sciences, at the University of Waterloo, an Employment Equity Employer, invites applications for a tenure track position at the level of Assistant or Associate Professor beginning in the Fall of 1991. This position is subject to budgetary approval. Applicants should have a Ph.D. in an area of Gerontology, and also have a wide knowledge of other areas of Gerontology. The ability to teach statistics and research methodology. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. In order for an application to be complete, a curriculum vitae of the candidate, and three letters of references, sent directly from the referees, are required. Deadline for applications is January 15, 1991. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should be sent to Dr. W.F. Forbes, Chair, Program in Gerontology, Faculty of Applied Health Sciences, University of Waterloo, Ontario, N2L 3G1. Applications from women candidates are particularly welcome.

HEALTH SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO, LONDON, CANADA. Dean, Faculty of Applied Health Sciences. Applications and nominations are invited for the position of Dean, Faculty of Applied Health Sciences, The University of Western Ontario. The appointment, to be effective July 1, 1991, is for a period of seven years, renewable. A candidate should have an outstanding record as an academic researcher and teacher and should have the necessary inter-personal skills and administrative experience to provide leadership in the continuing development of the programs of the Faculty. The University of Western Ontario has a student enrolment of approximately 15,700 full-time undergraduates, 1,900 full-time graduate students and 3,300 full-time equivalent students engaged in part-time studies. The University is located in the City of London, which has a population of 280,000 and is approximately 180 km south-west of Toronto, Ontario. The Faculty of Applied Health Sciences is unique in the Province of Ontario. It is one of two institutions in Canada that offers programs in all four rehabilitation disciplines: audiology, speech-language pathology, occupational therapy and, physical therapy. These disciplines are grouped into three academic departments: Communicative Disorders, Occupational Therapy and Physical Therapy. All three departments offer graduate programs and Occupational and Physical Therapy offer undergreduate programs. Currently the Faculty has an annual intake of 70 undergraduate students and 30 graduate students. The immediate task of the new Dean will be to direct the expansion of the programs and the physical resources of the faculty. Nominations and applications should be submitted by November 15, 1990 to Professor T.J. Collins, Provost (Vice-President Academic), Room 107, Stevenson - Lawson Building, The University of Western Ontario, London, Ontario N6A 5B8. Applications should in-

clude a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

HISTORY

BROCK UNIVERSITY. The Department of History, Brock University, invites applications for a tenure-track appointment in Canadian History at the assistant professor level. Starting date for the appointment will be July 1, 1991. Qualifications should include teaching competence in recent post-Confederation Canadian history, but applicants' primary specializations and research interests need not be in this area. Applicants should have a PhD, relevant teaching experience, and publications. Applications, including curriculum vitae and the names of three referees, should be sent to: Professor A.D. Senders, Chair, Department of History, Brock University, St. Catharines, Ontario, L2S 3A1. Applications will be accepted until December 15, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled.

LAW

UNIVERSITY OF BRITISH COLUMBIA. The Faculty of Law, University of British Columbia, invites applications for a newly created, full-time tenure-track position as Director of the U.B.C. Native Law Program. The appointment will be at the rank of Senior Instructor or Assistant Professor, depending upon qualifications and experience. The position is available from 1 July 1991. The responsibilities of the position have three aspects. First, the publicizing of the Faculty's Native Law Program, the recruitment of native students to study for the LL.B. and LL.M. degrees, and providing information and counselling for native law students in this regard. Secondly, teaching on a partial-load basis in the Faculty's academic program. Thirdly, further developing the Faculty's relationships with native people and organizations, as well as others interested in the native law area, through conferences, workshops, and other means of communication. The U.B.C. Native Law Program has been in existence for a number of years and has made the Faculty a widely known centre for native people to study law, and for academic research in the fields of native law and aboriginal rights. An undergraduate degree in law is a minimum requirement for this position. Further academic qualifications, and academic or practical legal experience will be assets. Organizational and interpersonal skills are essential, as well as teaching skill or a potential for teaching. Preference will be given to applicants with a Native Canadian background. The University of British Columbia is committed to the Federal government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary confirmation. Candidates should send an application and a curriculum vitae, to be received no later than 31 October 1990, to: Prof. Dennis Pavlich, Chairman, Appointments Committee, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Y1.

LIBRARY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Health Sciences Library: Head, Technical Services Division. The Health Sciences Library of Memorial University of Newfoundland is seeking candidates for the tenure-track position of Head, Technical Services Division. Description: This position reports directly to the Associate University Librarian (Health Sciences), and is responsible for the coordination and management of the Division. The primary responsibility is to ensure the efficient and effective operation of the Division's Cataloguing, Acquisitions, and Serials sections. This includes originating and evaluating the technical services needs of the Library. Other responsibilities include: investigation and planning of technological innovations for the Division; some original cataloguing; and participation in the Library's reference, bibliographic instruction and collections development programs. Division contains one librarian and nine FTE support staff. The Health Sciences Library serves the faculty, staff and students of Memorial University's Faculty of Medicine, and Schools of Nursing and Pharmacy, and acts as the library for the General Hospital. The Library is mandated to support the information and resource needs of all health care practitioners in the Province of Newfoundland and Labrador. Benefits: Rank and salary will be based on qualifications and experience. Floor salary for Librarian II is $32,648. This position carries an administrative stipend of $2,500. Benefits include a minimum of 25 vacation days and eligibility for sabbatical and study leaves. Tenure-track positions include a generous moving allowance. Qualifications: An MLS or BLS from an accredited programme accompanied by management and supervisory experience is required. A minimum of two year's experience in technical services, preferably in the health sciences, is a prerequisite. Strong interpersonal and communication skills are necessary. Knowledge of the SPIRES DBMS, experience with serials, familiarity with microcomputer applications, and an interest in automated systems in a technical services environment are highly desirable. Procedure: Deadline for applications is November 23, 1990. Interested persons should forward their resume and the names of three references to: L. Barnett, Acting Associate University Librarian (Health Sciences), Health Sciences Library, Health Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3V6. Memorial University is committed to the principle of equity in employment.

LINGUISTICS

THE UNIVERSITY OF CALGARY Department of Linguistics invites applications for **an initial term appointment** (tenure track), beginning July 1, 1991, at the rank of Assistant Professor in the area of Second Language Acquisition. Candidates with an additional interest in applied linguistics are particularly urged to apply. Qualifications: a PhD in linguistics (by July 1, 1991), demonstrated excellence in teaching in the area of second language acquisition at both graduate and undergraduate levels; and an active research agenda in the area in accordance with Canadian immigration requirements; priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applicants should send a letter of application with a curriculum vitae and have three (3) referees send letters of reference before January 15, 1991 to: Dr. Ronald H. Southerland, Head, Department of Linguistics, The University of Calgary, 2500 University Drive N.W., Calgary, AB Canada, T2N 1N4.

THE UNIVERSITY OF OTTAWA announces a permanent position in Theoretical Linguistics (specific area(s) open) to begin July 1, 1991. This position will be filled at the assistant professor level. The University of Ottawa is a bilingual (English/French) institution, and the Department offers courses in both languages. Candidates should send their application with a c.v. and names of three referees to: Philip Hauptman, Chair, Department of Linguistics, University of Ottawa, 78 Laurier Avenue East, Ottawa, Ontario K1N 6N5. Applications received before November 15, 1990 are guaranteed consideration. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

L'UNIVERSITE D'OTTAWA annonce un poste permanent en linguistique théorique (domaine(s) à préciser). À compter du 1er juillet 1991. Ce poste est offert au rang de professeur(e) adjoint(e). L'Université d'Ottawa est une institution bilingue (français/anglais), et le Département offre des cours dans les deux langues. Les candidats/candidates sont prié(e)s de faire parvenir leur demande accompagnée d'un c.v. et des noms de trois répondants à Philip Hauptman, directeur, Département de linguistique, Université d'Ottawa, 78, Laurier est, Ottawa, Ontario K1N 6N5. Se considérera toute candidature reçue avant le 15 novembre 1990. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens et aux résidents permenents.

MANAGEMENT

CONCORDIA UNIVERSITY. The Management Department. Concordia University is recruiting for (a) policy/strategy, (b) human resource management/personnel, and, possibly, (c) organizational development or organizational behaviour/theory positions. These are tenure-track positions. While we are primarily interested in hiring at the assistant professor level, we will consider applications for associate/full professorships. Successful applicants will (e) have a completed Ph.D. (possibly ABD), (b) demonstrate competence, and (c) the demonstrated ability to place research in major North American Management journals. Rank and salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Cv, three letters of reference, examples of your research (writing) to: Dr. J.B. Prince, Recruitment Chairman, Management Department, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8.

THE UNIVERSITY OF CALGARY Faculty of Management invites applications for tenure-track positions in Accounting, Finance, Operations Management, Management Information Systems, Marketing, Policy and Environment, Management of Organizations and Human Resources, New Venture Development, Tourism and International Business. PhD or DBA preferred. Rank and salary based on qualifications and experience. The Faculty of Management, an accredited member of AACSB, provides a stimulating teaching and research environment including casaroms, excellent computer resources and a management library. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications should be sent to: Assoc. Dean (Research and Development), Faculty of Management, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberta T2N 1N4.

MARKETING

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND, Lectureships / Senior Lectureships in Marketing, Department of Marketing & International Business, School of Commerce & Economics and Graduate School of Business. The Department of Marketing and International Business offers courses in marketing, international business and strategic management to students reading for the degrees of BA, BCom, MCom, MPhil, MBA, PhD, and the Diploma in Business. The Department has a strong research orientation and is growing rapidly due to the rapid expansion of the Graduate School of Business. Applications are invited in all areas of marketing. Priority areas are marketing research and quantitative methodology, advertising and communication, buyer behaviour and international marketing. Applicants for a senior lectureship will normally have either a doctoral qualification and relevant research experience, or other tertiary qualifications and a strong record of research or senior practical experience. Applicants for a lectureship will normally have a least a master's level qualification, and relevant research or practical experience. There are several vacancies, available as tenurable appointments or temporary appointments for periods up to 4 years. Commencing salary will be established within the range $NZ36,000 - $47,200 per annum (Lecturer); or $NZ50,000 - $58,600 per annum (Senior Lecturer). Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 30 November 1990. The University of Auckland - An Equal Employment Opportunity Employer.

MATHEMATICS & STATISTICS

LUTHER COLLEGE, UNIVERSITY OF REGINA, Mathematics. Applications are invited for a full-time track position in Mathematics at the Assistant Professor level starting July 1, 1990 (the position is subject to budgetary approval). Candidates should have a Ph.D. in Mathematics and demonstrated ability in teaching and research potential. Responsibilities include teaching in the undergraduate level, academic counselling responsibilities, and research. Applicants should send a curriculum vitae including a list of publications, a statement of citizenship, and three letters of reference to Dr. Arthur Krentz, Academic Dean, Luther College, University of Regina, Regina, Sask. S4S 0A2. The deadline for applications is Dec. 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. The Department of Mathematics and Statistics, Concordia University is seeking to fill a tenure track position at the Assistant or Associate Professor level starting June 1, 1991. The department will give priority to candidates in number theory, algebraic geometry and computational algebra. Candidates' names (e-mail) is commited to employment equity Applications and three reference letters should be sent by January 31, 1991 to W. Byers, Chairman, Department of Mathematics & Statistics, Concordia University, 7141 Sherbrooke St.W., Montreal, Quebec, Canada H4B 1R6.

UNIVERSITY OF OTTAWA. The Department of Mathematics of the University of Ottawa invites applications in all areas of mathematics and statistics for two and, possibly, three tenure-track posts at the Assistant Professor level, starting July 1, 1991. Candidates are required to hold a PhD degree and have a strong research potential. Ability to teach in English and French is a requirement for tenure for one of the posts, but other languages may be required for initial appointment. The teaching attached to the other post(s) will be French. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a resume and have three letters of recommendation sent directly to: W.D. Burgass, Department of Mathematics, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5. The deadline for receipt is Dec. 14, 1990.

UNIVERSITE D'OTTAWA. Le Département de mathématiques de l'Université d'Ottawa a pour but d'annoncer deux éventuellement trois postes menant à la permanence au niveau de professeur(e) adjoint(e). Les chercheurs et chercheuses de promesse doivent un doctorat dans un domaine des mathématiques ou de la statistique sont invité(e)s à soumettre leur candidature. Entrée en fonction: le 1er juillet 1991. Avant de se voir accorder la permenence le ou la titulaire d'un de ces postes doit pouvoir enseigner en anglais et en français, mais une des langues suffit pour l'engagement initial. L'enseignement rattaché aux autres postes est en français. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Les personnes intéressées doivent faire parvenir leur c.v. ainsi que trois lettres de recommendation avent le 14 décembre 1990 à W.D. Burgass, Département de mathématiques, Université d'Ottawa, Ottawa, Ontario K1N 6N5.

UNIVERSITY OF WATERLOO. The Department of Combinatorics and Optimization at the University of Waterloo invites applications for a tenure-track faculty position in the area of Combinatorial Optimization, at the rank of Associate or Full Professor. The candidate should have proven abilities in both research and teaching. Responsibilities include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. An appointment at the rank of Full Professor would be made with tenure. Interested individuals should send resumes and the names of three references to: Prof. I.P. Goulden, Chairman, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1 Effective date of appointment: July 1, 1991. Closing date for receipt of applications is December 4, 1990. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An employment equity employer.

MECHANICAL ENGINEERING ENGINEERING MANAGEMENT

UNIVERSITY OF OTTAWA. Faculty Position in Department of Mechenical Engineering. Applications are invited for a tenure-track position in the Assistant/Associate Professor level in the Department of Mechanical Engineering at the University of Ottawa. Teaching duties for this position will be equally divided between Mechanical Engineering and Engineering Management. A Ph.D. and an established research record in Mechanical Engineering or a related engineering discipline as well as the ability to supervise graduate students are required. Preference will be given to candidates with a working knowledge of both English and French. Canadian citizens and permanent residents will be given first priority. However, other applicants are also encouraged to apply. Employment equity is a policy of the University of Ottawa. Women candidates are particularly encouraged to apply for this position. Please direct your letter of application, curriculum vitae and names of three references to: Dr. D. Deschenes, Chairperson, Department of Mechanical Engineering, University of Ottawa, 770 King Edward Avenue, Ottawa, Ontario K1N 6N5; Telephone: (613) 564-4292, FAX (613) 564-5879.

MEDICINE

UNIVERSITY OF SASKATCHEWAN. Infectious Diseases. Academic full-time appointment available in Division of Infectious Diseases, Department of Medicine, with associate appointment in the Department of Clinical Microbiology at University of Saskatchewan and Royal University Hospital, Saskatoon. Responsibilities include teaching, research and patient care. Strong commitment to clinical and/or laboratory research desirable. Canadian certification or eligibility for certification in Internal Medicine and Infectious Diseases required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principle of employment equity. Forward cv with names of three referees to: Dr. R.M. Bala, Chairman, Department of Medicine, University of Saskatchewan, Saskatoon, Canada S7N 0X0.

UNIVERSITY OF ALBERTA - Department of Health Services Administration and Community Medicine - Faculty of Health, Province of Alberta. Post-Doctoral Fellowship in Health Services Administration, Research and Planning. This Post-Doctoral Fellowship in Health Services Administration, Research and Planning is offered by the University of Alberta Department of Health Services Administration and Community Medicine in association with the Province of Alberta, Alberta Health. Originally established in conjunction with the Alberta Hospitals and Medical Care, this Fellowship is awarded for a one-year period and renewable for one additional year. It is designed to prepare Ph.D. graduates for research and/or planning careers in the health care field. A program of study and research is individually tailored for each Fellow, taking into account his or her educational background, practical experience, and career interests. Emphasis will be on orientation to the major activities of Alberta Health, an introduction to related policy issues and trends, and an active involvement in selected activities of the department. The Fellow's program will be approved and supervised by the Chairman of the Department of Health Services Administration and Community Medicine (or his designate) and a Deputy Minister (or his/her designate). The Department is a joint venture of Administration and Community Medicine offers a Master's program in Health Services Administration and, in cooperation with the Department of Sociology, a Ph.D. in Sociology (Health Services Studies). Alberta Health is involved in a wide range of programs and activities, including administration of an extensive variety of health services and major activities in program evaluation, policy assessment, and long-range planning. Course work and research involvement with any of a wide range of university departments and faculties may also be arranged, when appropriate. The combined resources offer exciting opportunities for varied forms of Fellowship experience. The Fellowship stipend is $27,000 per annum, plus a competitive fringe benefits package. The Fellowship is open to individuals holding doctoral qualifications in health services administration, business administration, economics, political science, sociology, management science, computing, psychology, nursing and other areas related to health services or public policy analysis and formation. Applicants are required to submit the following materials. 1. complete undergraduate and graduate transcripts; 2. a statement of the applicant's objectives for the Fellowship and his/her career goals; 3 three letters of recommendation; and 4 any other supporting material which might assist reviewers in knowing more about the applicant and his or her work Written inquiries or applications should be addressed to: Dr. Clarke Hazlett, Chairman, Department of Health Services Administration and Community Medicine, University of Alberta, 13-103 Clinical Sciences Building, Edmonton, Alberta T6G 2G3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Senior Lectureship (Associate Professorship) in Anaesthesia (Short Term Appointment - 5 years), Department of Pharmacology & Clinical Pharmacology, School of Medicine. Provision exists for an exceptionally well qualified applicant to be appointed at Associate Professor level, and for an appointment to be made in a department other than Pharmacology & Clinical Pharmacology if expertise and research interests make this appropriate. This is a full-time position involving teaching, curriculum development and research. The Department of Pharmacology and Clinical Pharmacology has three sections: Pharmacology, Clinical Pharmacology and Anaesthetics. It teaches pharmacology, clinical pharmacology and therapeutics in the Faculty of Medicine and Human Biology and leadership in pharmacology within the Faculty of Science. Staff are also responsible for undergraduate medical teaching in anaesthetics and in resuscitation and are also involved in postgraduate teaching in science, medicine and anaesthetics. Candidates should have a postgraduate qualification in anaesthetics. A research degree or doctorate qualification would provide added strength to an application. Experience in teaching undergraduate and graduate students in anaesthetics is highly desirable. In addition to teaching duties, the successful applicant will be required to provide leadership and guidance for graduate students embarking upon research projects and undertake research in his/her own area, either in anaesthetics or within one of the established sub-sections of the Department. Such sections include neuropharmacology, respiratory pharmacology and smooth muscle pharmacology. Clinical responsibilities in Auckland Area Health Board Hospitals up to 0.10 will be required. Commencing salary will be established within the range $NZ65,200 - $84,200 per annum (Senior Lecturer) and $NZ52,500 - $65,200 per annum (Associate Professor). Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded not later than the closing date 31 December 1990. The University of Auckland - An Equal Employment Opportunity Employer.

MOLECULAR BIOLOGY & GENETICS

UNIVERSITY OF GUELPH. Cell Biologist: Assistant Professor. The Department of Molecular Biology and Genetics is seeking a Cell Biologist committed to excellence in teaching and research. The appointee is expected to complement existing strengths in molecular biology and genetics and to conduct research which addresses the structure, function and evolution of macromolecules and macromolecular complexes. Expertise in structure determination by electron microscopy employing high resolution EM and computerised image analysis is required. Research interests should centre on nucleoprotein complexes (ribosomes, transcription initiation complexes and/or chromatin) and other biologically important macromolecular complexes. The appointee will be expected to teach a semester-length senior undergraduate course, "Structure and Evolution of Macromolecules", and to collaborate in other faculty in the presentation of "Introductory Cell Biology." The College contains a first-class modern EM facility and well-equipped laboratory facilities will be available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity programme that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. Fiscal considerations may require that priority be given to those applicants who are in receipt of an NSERC URF. The appointment is subject to final budgetary approval. Applicants should submit their curriculum vitae, a statement of research interests and the names of three references to: Dr. A.J. Hilliker, Acting Chair, Department of Molecular Biology and Genetics, University of Guelph, Guelph, Ontario, N1G 2W1. Apply by January 1, 1991

MUSIC

WILFRID LAURIER UNIVERSITY. The Faculty of Music, Wilfrid Laurier University, invites applications for a tenure-track position in violin subject to budget approval. Rank and salary will be commensurate with qualifications. Applicants should be established artist/teachers with national reputation in performance, proven success in teaching, and experience in the chamber music performance. Responsibilities will include teaching violin, developing a violin class, coaching chamber ensembles, working with the orchestra, performing in faculty concerts. Starting date is July 1, 1991. Applicants should send a c.v. and names of, or letters from, three referees to Eliza C. Hall, Dean, Faculty of Music, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Closing date for applications is November 1, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The Faculty welcomes applications from all qualified women and men. The university has established a smoke-free environment.

McGILL UNIVERSITY. 1. One tenure track appointment at the rank of Assistant Professor. 2. Ph.D. in music completed or near completion; areas of specialization: music of the Classical period and/or German Romanticism, research interests will be necessary to assess. 3. Applicants must have a strong commitment to both teaching and research and be capable of teaching at undergraduate and graduate courses and seminars through the doctoral level; supervision of graduate theses. 4. Salary: current assistant professor base: $37,125. 5. Send a curriculum vitae and arrange to have three letters of reference sent to Prof. Steven Huebner, Chairman, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, PQ H3A 1E3. 6. Effective: September 1, 1991. 7. Deadline: November 1, 1990. 8 In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

THE UNIVERSITY OF ALBERTA, Department of Music. Applications are invited for a full-time tenure-track position in Musicology as the Assistant Professor level (1990-91 salary range from $36,910). Applicants should possess a PhD in Musicology. Duties will include the teaching of survey and specialized courses at the undergraduate and graduate level in music, including introductory courses to non-music majors, thesis supervision, and the establishment of an active program of research and publication. Letter of application, curriculum vitae, three confidential letters of reference, and official transcripts of graduate work should be sent to Dr. Wesley Berg, Chair, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada T6G 2C9. Application deadline: 31 July 1991. Application deadline: 30 November 1990. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. 1. One tenure-track appointment at the rank of Assistant Professor. 2. Doctorate in music education completed or nearing completion; specialization in elementary music education; ability to teach one instrumental technique (strings, winds, or percussion); teaching experience in the public schools highly desirable. 3. Applicants must have strong commitment to both teaching and research; teaching at undergraduate and graduate courses through the doctoral level; supervision of graduate theses. 4. Salary: Current assistant professor base: $37,125. 5. Send a curriculum vitae and arrange to have three letters of reference sent to Prof. S. Huebner, Chairman, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, PQ H3A 1E3. 6. Effective: September 1, 1991. 7. Deadline: November 1, 1990. 8. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

NURSING

THE UNIVERSITY OF WESTERN ONTARIO, LONDON, CANADA. Dean, Faculty of Nursing. Applications and nominations are invited for the position of Dean, Faculty of Nursing, University of Western Ontario. The appointment, to be effective July 1, 1991, is for a period of seven years, renewable. A candidate should have an established reputation as an academic researcher and teacher and should have the necessary interpersonal, fiscal and administrative experience to provide leadership for the ongoing development of the programs of the Faculty. The University of Western Ontario has a total enrolment of approximately 15,700 full-time undergraduates, 1,900 full-time graduate students and 3,300 full-time equivalent students engaged in part-time studies. The University is located in the City of London, which has a population of 290,000 and is approximately 180 km south-west of Toronto, Ontario. The Faculty of Nursing offers a Bachelor of Science Degree for basic and post-RN students with an enrolment of 360. The Master of Science Degree program has an enrolment of 50. The Faculty of Nursing is one of four faculties within the division of the Health Sciences. The Faculty has a strong collaborative relationship with the University teaching hospitals and other community health agencies. The successful candidate must be a professional nurse eligible for registration in the Province of Ontario. Preference will be given to a candidate with an earned doctoral degree. Nominations and applications should be submit-

ted by November 2, 1990 to Professor T.J. Collins, Provost (Vice-President Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer

ONCOLOGY

THE ONTARIO CANCER INSTITUTE / PRINCESS MARGARET HOSPITAL . Head of Radiation Oncology, and Chair of Proposed Department of Radiation Oncology · University of Toronto. The Ontario Cancer Institute/Princess Margaret Hospital wishes to appoint a Head of the Department of Radiation Oncology following the completion of the term of the present incumbent in August 1990. At the same time, the University of Toronto is searching for a Chair of a new proposed Department of Radiation Oncology. Approval to create this new department will be sought from the appropriate University councils in the fall of 1990. The opportunity exists for the same individual to fill both of the above posts. The Princess Margaret Hospital comprises departments of Radiation Oncology, Medical Oncology, Pathology, Imaging, and is currently creating the Department of Surgical Oncology The Department is presently equipped with 10 megavoltage units, 3 simulators and has a brachytherapy and hyperthermia program. Within the next 4 years the megavoltage capacity will increase to 16 units. New patient accrual to the Department is projected at 5500 patients per year. It is anticipated that the University Department will consist of approximately 55 radiation oncologists situated at two institutions, OCI/PMH and the Toronto Bayview Regional Cancer Centre. There is a fully accredited Royal College training program in radiation oncology. Applicants should be eligible for licensure to practice radiation oncology in the province on Ontario through certification by the College of Physicians and Surgeons of Ontario. The candidate should be eligible for appointment as a full Professor in the University of Toronto. Applications with a current curriculum vitae and the names of 3 references should be sent to Dr. S.B. Sutcliffe, Vice-President Oncology Programs, The Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario M4X 1K9, Canada. The closing date for applications for this appointment will be October 31, 1990. The University of Toronto encourages both men and women to apply for positions in accordance with Canadian immigration requirements. this advertisement is directed to Canadian citizens and permanent residents.

PAEDIATRICS

THE UNIVERSITY OF BRITISH COLUMBIA / B.C.'s CHILDREN'S HOSPITAL. Clinical Fellows/Subspecialty Residents. The Department of Paediatrics of the University of British Columbia / B.C. Children's Hospital invites applications for Clinical Fellows and/or Subspecialty Residents. B.C.'s Children's Hospital is the only university-affiliated tertiary care centre for children in British Columbia. Position open January 1, 1991 in the Division of Gastroenterology. Closing date for applications: October 31, 1990. Positions open July 1, 1991 in the Divisions of Biochemical Diseases, Cardiology, Endocrinology, Gastroenterology, Haematology/Oncology, Infectious Diseases, Intensive Care, Nephrology and Neurology. Closing date for applications: November 30, 1990. Positions open January 1, 1992 in the Intensive Care Unit. Closing date for applications: June 30, 1991. Basic Departmental Requirements: complete some paediatric training, minimum three years (and for PICU, complete core paediatric or anaesthesia training). In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents of Canada. If no Canadian candidate is found, other candidates will be considered. Salary will be commensurate with qualifications and experience. The University of British Columbia is committed to the federal government's equity program, and encourages applications from all qualified individuals. Please send curriculum vitae to: Head, Department of Paediatrics, B.C.'s Children's Hospital, 4480 Oak Street, Vancouver, B.C. V6H 3V4

PHARMACOLOGY & TOXICOLOGY

QUEEN'S UNIVERSITY, Department of Pharmacology and Toxicology. Applications are invited for a five-year term faculty position at the Assistant Professor level in the Department of Pharmacology and Toxicology, Faculty of Medicine. Candidates should have an M.D. or Ph.D. degree and a minimum of two years postdoctoral experience. Applicants in the area of molecular neuropharmacology/neurotoxicology or related fields are particularly encouraged to apply. While salary support can be provided, applicants should qualify and will be expected to apply for extramural peer-reviewed support. The successful candidate must be able to develop an independent research program and will be expected to participate in teaching undergraduate and graduate students. Opportunities are available for the successful applicant to collaborate with other investigators in related areas within and outside the Department of Pharmacology and Toxicology. Queen's University is an employment equity employer and applications from females and male candidates are welcome. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Interested candidates should submit a complete curriculum vitae, an outline of research interests and the name, address and telephone number of three referees to: Dr. Khem Jhamendas, Professor and Head, Department of Pharmacology and Toxicology, Faculty of Medicine, Queen's University, Kingston, Ontario, K7L 3N6.

PHILOSOPHY

McGILL UNIVERSITY, MONTREAL, QUEBEC, CANADA. Search continued: Assistant Professor, tenure track position, beginning September, 1991. ADC: History of Philosophy, 16th-18th centuries, especially Continental figures. ADC: One or more of: Medieval philosophy, Jewish philosophy, 19th-century philosophy; Theories of the history of language Ph.D. required. Some teaching experience prior to appointment desirable Duties to include two courses per semester, thesis supervision, usual departmental and university committee assignments. The successful candidate will need to show promise of excellence in teaching and superior research capabilities. The Department of Philosophy is committed to equity in employment: qualified women and men are encouraged to apply Applications and supporting documents should be sent to the Appointments Committee (History of Philosophy), Department of Philosophy, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, by November 15, 1990.

PHYSICAL EDUCATION

UNIVERSITY OF SASKATCHEWAN. College of Physical Education. Assistant Professor (3). Three (3) tenure-track positions for persons with a doctorate or near completion. Appointment would be effective July 1, 1991. Salary Scale is $34,380 to $45,118 for 1990-91. The College of Physical Education has a faculty complement of 21 and offers a four-year Bachelor of Physical Education in Physical Education to 350 undergraduate students. The academic program is structured to provide a sound liberal arts background, with an area of academic specialization, and a comprehensive professional education. The College offers a program in graduate studies leading to a M.Sc. degree and special case Ph.D Successful candidates will be expected to teach at the undergraduate and graduate levels, advise graduate students, and maintain an active rasaarch and scholarship program. Tha College is saaking applicants in Sport and Leisure Administration, Physical Education Instructional Methodology, and any other fields of specialization which contribute to the broadening scope of the College's needs as well as complement existing areas of specialization. Applicants should include in their submission a detailed statement of their research interests and teaching capabilities. This statement, along with their curriculum vitae and the names of three academic referees should be sent to: Dr. R.L. Mirwald, Dean, College of Physical Education, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The closing date for receipt of applications is December 31, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment equity is University policy.

PHYSICS

UNIVERSITY OF MANITOBA. The Department of Physics at The University of Manitobe invites epplications for a tenure track position at the Assistant Professor level in experimental condensed matter physics or in time-of-flight mass spectrometry, effective July 1, 1991. Applications are also invited in the area of sub-atomic physics in anticipation of future additional positions. Salary will be commensurate with qualifications and experience A Ph.D. degree and post-doctoral experience is required. Duties include undergraduate and graduate teaching, and the development of an independent, rigorous research program. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Curriculum vitae and the names of three referees should be sent before February 1, 1991 to: Professor R.C. Barber, Head, Department of Physics, 301 Allen Building, University of Manitoba, Winnipag, Manitoba, R3T 2N2

YORK UNIVERSITY · TORONTO. Faculty Position in Physics. Applications are invited for a tenure track appointment at the Assistant Professor level, although serious consideration will be given to appointing an exceptional candidate at a higher level. The successful candidate will be expected to engage in pure or applied Experimental Laser oriented research in optical, atomic and molecular, or condensed matter physics. His/her research interests could be in areas such as: creation of ions, atoms and molecules in strong radiation fields, laser cooling of atoms, and ultra-fast phenomena in the interaction of matter and electromagnetic radiation. The applicant must be able to teach at both the undergraduate and graduate levels as well as supervise graduate students. Applications should be sent to arrive by 28th February 1991, to: Professor R Kontuh, Appointments Committee Chairman, Physics Dept, York University, 4700 Keele St., Toronto, Ontario, Canada M3J 1P3. (Tel: 416-736-2100 Ext. 66480). In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants. Canadians and permanent residents of Canada. York University is implementing a policy of employment equity, including affirmative action for women faculty. This position is subject to final budgetary approval.

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, high-temperature superconductivity, optics, physics and relativity, astrophysics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. Fellowships are tenable for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of three referees to Professor A.D.S. Negi, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women are particularly welcome. An Employment Equity Employer.

PHYSIOLOGY

UNIVERSITY OF ALBERTA. Department of Physiology, Faculty of Medicine. Research Associate. Effective Date: January 1, 1991. Salary: $24,000 · $36,000 per annum. One position will be available January 1, 1991, for an individual to actively participate in research and to supervise the scientific program of a team consisting of over 40 members. A Ph.D. in Biomedical Sciences is required, and supervisory/administrative experience is desirable. Four major areas of investigation include: comparative vertebrate physiology, cellular calcium physiology, hypertension and herbal medicine. Expertise in all areas is preferred. Please submit curriculum vitae and two letters of reference before October 31, 1990, to: Dr. Peter K.T. Pang, Professor and Chairman, Department of Physiology, University of Alberta, Edmonton, Alberta T6G 2H7. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL SCIENCE

McGILL UNIVERSITY, Department of Political Science. McGill University invites applications for a limited term contract for a period of not more than 2 1/2 years in Comparative Politics, Western Europe. This appointment is at the Assistant Professor level. A Ph.D. degree is required for an appointment longer than two semesters. The appointment will be effective January 1, 1991 or September 1, 1991. The minimum employment period will be one semester, the maximum period will run through June 1993. Salary will be commensurate with qualifications and experience in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is November 30, 1990. Applications, including a curriculum vitae, university transcripts, three letters of reference, and any other relevant material should be sent to: Professor Barrie Black, Chair, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

UNIVERSITY OF VICTORIA. The Department of Political Science at the University of Victoria is committed to receiving a temporary appointment of female faculty. It invites outstanding women political scientists to apply for a tenure-track position at the Assistant Professor level. The successful candidate is expected to have a completed (or almost completed) Ph.D., and teaching and research interests in any one of the recognized fields of political science. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae and have three letters of reference submitted to: Dr. H.L. Biddulph, Chair, Department of Political Science, University of Victoria, P.O. Box 3050, Victoria, B.C., V8W 3P5. Deadline for receipt of applications: 15 December 1990

UNIVERSITY OF ALBERTA. Subject to confirmation of funding, the University of Alberta, Department of Political Science, has an opening in a tenure-track appointment, commencing July 1, 1991, at the assistant professor level, in the field of comparative politics. Ph.D. should be completed. Preference will be given to applicants with a record of publication and a strong commitment to effective teaching. The principle of equity will have as their major focus the politics of advanced democracies with an emphasis on public policy and policy-making and the theory of comparative politics. The 1990-91 salary base for assistant professors is $36,910. Closing date is 15 January, 1991. The University of Alberta is committed to the principle of equity in employment, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Send applications (including curriculum vitae and names of three referees) to Professor Allan Tupper, Chair, Department of Political Science, University of Alberta, Edmonton, Alberta, T6G 2H4. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

McGILL UNIVERSITY, Department of Political Science. McGill University invites applications for a tenure track position in Comparative Politics with a specialization in Developing Areas. Candidates should have a solid grounding in political development theory. This appointment, which is subject to budgetary authorization, is at the Assistant Professor level, with the possibility of a higher rank not precluded. It will begin on September 1, 1991 (or earlier). Candidates must have a Ph.D., and demonstrate strong research potential. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is December 31, 1990. Applications, including a curriculum vitae, university transcripts, three letters of reference, and any other relevant material should be sent to: Professor Barrie Black, Chair, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

McGILL UNIVERSITY, Department of Political Science. McGill University invites applications for a tenure track position in International Politics. The preferred subfields are international security studies, foreign policy analysis (particularly the foreign policy of major powers or of Canada), or international political economy with emphasis. We should have a solid grounding in International Relations theory. This appointment, which is subject to budgetary authorization, is at the Assistant Professor level, with the possibility of a higher rank not precluded. It will begin on September 1, 1991 (or earlier). Candidates must have a Ph.D. and demonstrate strong research potential. Salary will be commensurate with qualifications and experience. Closing date for receipt of applications is October 31, 1990. Applications, including a curriculum vitae, university transcripts, three letters of reference, and any other relevant material should be sent to: Professor Barrie Black, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

PSYCHOLOGY

UNIVERSITY OF WATERLOO. The Department of Psychology at the University of Waterloo invites applications in Social Psychology, Cognitive Psychology and Biopsychology. The preference is for appointments at the level of Assistant Professor but applications at the associate level may be considered. A Ph.D. in Psychology is required. Responsibilities will include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research and active participation in department activities. Applicants should submit a cover letter, vitae and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. T. Gary Waller, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Consideration of applicants will begin November 15, 1990. Appointments are subject to budgetary approval. Applications from women are particularly welcome. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An Employment Equity Employer.

MEMORIAL UNIVERSITY is the largest university in Newfoundland and Atlantic Canada. There are 16,000 undergraduates (10,000 full time) and 1,100 graduate students. The Psychology Department has 45 full time faculty and offers a tenure-track research interests in Biopsychology, Behavioural Neuroscience, Clinical, Learning, Social and Pharmacology. Lila Span Development, Perception, Cognition and Motor Behaviour, and Social Psychology. We currently offer the Ph.D. in all areas of experimental psychology and are expanding our clinical program from the Masters to the Ph.D. We are seeking a clinical psychologist at the Assistant, Associate, or Full Professor level to assist in implementing tha new Ph.D. program. Application should be mailed before January 4, 1991 and should include three recent reprints and tha names of three persons who may ba contacted for references. Please address all applications to: Dr. A.S. Ross, Head, Psychology Department, Memorial University of Newfoundland, St. John's, Nawfoundland, Canada A1B 3X9. This position is subject to funding approval. (In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.)

UNIVERSITY OF VICTORIA. The Department of Psychology at the University of Victoria invites applications for three tenure track appointments to begin July 1, 1991. The ranks of these positions are open; we are authorized to fill one of them at the Associate or Full Professor level and two at the Assistant Professor level. We therefore encourage applications from individuals at any rank for these positions. Applications are solicited from individuals with expertise in any one of the following areas: Cognitive Science, Quantitative Methods, and Social Psychology. Duties include teaching at the graduate and undergraduate levels, supervision of graduate students, and maintenance of an active program of research. Applicants should normally have a Ph.D. degree in psychology Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), teaching ability, and interactions with colleagues. Within the three areas specified above, the quality of the candidate is more important than the specific area of research interest. Salary is competitive based on a full-time (12 months) appointment, plus UVic benefits. To apply send letter of application, curriculum vitae, three letters of recommendation, and reprints or preprints to Search Committee, Department of Psychology, University of Victoria, P.O. Box 3050, Victoria, B.C., Canada, V8W 3P5. Deadline for applications is December 14, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply.

UNIVERSITY OF VICTORIA. The Department of Psychology at the University of Victoria invites applications for a tenure track appointment in the area of Clinical Psychology at the Assistant Professor level to begin July 1, 1991. Salary is competitive based on a full-time (12 months) appointment, plus UVic benefits. Duties include graduate and undergraduate level undergraduate teaching, supervision of graduate students including clinical supervision, and maintenance of an active program of research. Applicants should normally have a Ph.D. degree in psychology with clinical internship from an APA/CPA approved clinical program. Decisions will be made on the basis of demonstrated research competence (as indicatad by publication record), teaching ability, clinical experience, and interactions with colleagues. Within the specific area of research interest within clinical psychology. To apply send letter of application, brief statement of research plans, curriculum vitae, three letters of recommendation, and reprints or preprints to Clinical Search Committee, Department of Psychology, University of Victoria, P.O. Box 3050, Victoria, B.C., Canada, V8W 3P5. Deadline for receipt of applications is December 14, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply.

BRANDON UNIVERSITY. The Department of Psychology at Brandon University invites applications in the field of Child Development for a one-year term position at the level of Assistant or Associate Professor. Research may be in any area of Child Psychology. The position requires teaching undergraduate courses in Child Psychology, introductory Psychology and another area. The position is available for January 1991 or August, 1991. Applicants and curriculum vitae, including names of three references, should ba directad to: Dr. B.M. Gfellner, Chair, Department of Psychology, Brandon University, Brandon, Manitoba, Canada, R7A 6A9.

CARLETON UNIVERSITY. Department of Psychology. Subject to budgetary considerations, the Department of Psychology of Carleton University wishes to make a tanura-track appointment in developmental psychology. The appointment will be made at any rank according to the qualifications of the candidate. Applicants with e strong program of research in any sub-area of developmental psychology should send their curriculum vitae to Dr. Bill Jones, Chair, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. Candidates should also arrange to have three referees forward supporting letters to the same address. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is November 30, 1990.

ACADIA UNIVERSITY. Tenure-Track Position in Clinical/Social Psychology. The Psychology Department of Acadia University is receiving applications for a tenure-track appointment. We are looking for someone capable of teaching such courses as social psychology, abnormal psychology, and tests and measurements. Ability to teach applied research methods would be a definite asset. The successful candidate will be proficient in supervising undergreduata and graduate students in research and clinical practicums. A curriculum vitae, a statement of research plans and three letters of reference to: Pat O'Neill, Chair, Clinical Search Committee, Psychology Department, Acadia University, Wolfville, Nova Scotia, Canada B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

UNIVERSITY OF OTTAWA: Psychology. The School of Psychology of the University of Ottawa anticipates to have a tenure-track position to fill as of July 1st, 1991. Preferably it would be at the Assistant level. Outstanding candidates at the Associate level could be considered. The functions attached to this position will include the coordination of the extension of the doctoral Clinical Psychology programme to the North-East of Ontario. The priority goes to applicants in the area of Child and Adult Clinical Psychology. Applicants should possess the following minimum qualifications: doctorate in Psychology and research competence Fluency in French and English is essential. Knowledge of the North-East region of Ontario is an asset. The minimum salary for the current academic year is: $37,249. at the level of Assistant Professor and $41,481. at the level of Associate Professor. Applications should be received before December 14, 1990. Submit a letter of application, vita, names of three referees, three referees and two recent publications from refereed journals of visible evidence of scholarly publications: Dr. Pierre Barrette, Director, School of Psychology, University of Ottawa, Ottawa, Ontario, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA: Psychologie. L'Ecole de psychologie de l'Université d'Ottawa prévoit un poste de professeur(e) conduisant a la permanence a combler a compter du 1er juillet 1991. Ce poste sere au niveau de professeur(e) adjoint(e) de préférence; des candidatures exceptionnelles au niveau de professeur(e) agrégé(e) pourront être considérées. Une partie des fonctions reliachées a ce poste sera consacrée à la coordination de l'extension du programme doctoral de psychologie clinique au Nord-Est de l'Ontario. Le priorité sere accordée aux candidatures dans le domaine de la psychologie clinique de l'enfant ou de l'adulte. Les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. Une bonne maîtrise du français et de l'anglais est essentielle. La connaissance de la région du Nord-Est de l'Ontario est un atout. Le salaire minimum de l'année en cours au niveau de professeur(e) adjoint(a) est de $37,249. et à celui du protasseur(a) agrégé(e) de $45,176. Les candidatures devraient être soumises avant le 14 décembre 1990. Adresser une lettre accompagnée d'un curriculum vitae, du nom et de l'adresse de trois répondants, ainsi que de trois a part de deux publications récentes ou de tout autre document constituant una contribution académique au: Dr Pierre Barrette, Directeur, Ecole de psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux réglements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus.

SIMON FRASER UNIVERSITY. Tenure-track position at Assistant Professor level in Psychology. The Psychology Department invites applications for a tenure-track position at the Assistant Professor level, starting September 1991 or January 1992. We are most interested in applicants who are pursuing a research program in the field of social cognition. Qualifications include a Ph.D. or ABD, an active research program, and a commitment to teaching. In addition to teaching undergraduate and graduate courses in his or her specialty area, he would be advantageous if the successful candidate could contribute to core teaching in such areas as introductory psychology, research methods, statistics, and the history of psychology. Salary will be commensurate with qualifications and experience within the range $34,936 - $49,428 (1989/90 scale). Send letter of application, curriculum vitae, a sample of recent reprints, and three letters of reference to Dr. Phil Hiscock, Search Committee Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C., V5A 1S6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University offers equal employment opportunities to qualified applicants.

UNIVERSITY OF VICTORIA. The Department of Psychology at the University of Victoria invites applications for a tenurable appointment in the eree of Neuropsychology to begin July 1, 1991. The rank of this position is open, although our preference is for a full it the Full Professor level. Salary is competitive based on a full-time (12 months) appointment, plus UVic benefits. Duties include teaching at graduate and undergreduata levals, supervision of greduate students, and maintenanca of an active program of research. Applicants should hava a Ph.D. in Psychology with spacialization in Neuropsychology. Dacisions will ba made on the basis of demonstrated raserch competence (international recognition for scholarship is required at the senior level, clinical background, teaching ability, and interactions with colleagues. Tha quality of tha candidate is more important than the specific eree of research interest within neuropsychology. The successful candidate will play a role in tha further davelopment of a large and active experimental and clinical neuropsychology training program (6 faculty and 35 graduata students) in a Department of 26 faculty. To apply, send letter of application, curriculum vitae, three letters of recommendation, and reprints or preprints to David F.

Hultsch, Ph.D., Chair, Department of Psychology, University of Victoria, P.O. Box 3050, Victoria, B.C., Canada, V8W 3P5, or direct inquiries to Dr. Hultsch at (604) 721-7488. Deadline for applications is November 2, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to employment equity program. Women are particularly encouraged to apply.

UNIVERSITY OF NEW BRUNSWICK. The Department of Psychology at the University of New Brunswick invites applications for two tenure-track positions, one subject to budgetary approval. We are interested in candidates in the following areas: 1. Applied social/industrial. 2. Psychology of Women. 3. Clinical. 4. Cognitive psychology with a developmental or applied focus. One of the positions will require an expertise and competence in quantitative methodologies. UNB is committed to the principle of employment equity. Women are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. The University of New Brunswick is committed to employment equity program. Women are particularly encouraged to apply.

UNIVERSITY OF NEW BRUNSWICK. The Department of Psychology at the University of New Brunswick invites applications for two tenure-track positions, one subject to budgetary approval. We are interested in candidates in the following areas: 1. Applied social/industrial. 2. Psychology of Women. 3. Clinical. 4. Cognitive psychology with a developmental or applied focus. One of the positions will require an expertise and competence in quantitative methodologies. UNB is committed to the principle of employment equity. Women are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. The University of New Brunswick, Fredericton, N.B. E3B 6E4

UNIVERSITY OF ALBERTA. Cognitive or Developmental Psychologist. The Department of Psychology, University of Alberta, invites applications for a tenure track position at the level of beginning Assistant Professor. Salary Range - $36,910 - $53,374. Candidates with research expertise in either Cognitive Psychology or Developmental Psychology will be considered. The position in Cognitive is open with respect to area of specialization. The position in Developmental is also open with respect to area, but there is some preference for individuals with interests in language development, conceptual development, mathematical cognition, cognitive scientific reasoning, spelling, or writing. Current Developmental faculty conduct research in emergent literacy, reading, and arithmetic skill. Decisions will be made on the basis of demonstrated research excellence, interactions with colleagues, and teaching ability. Applications should include a curriculum vitae, three letters of recommendation, and reprints or recent publications and be sent, as appropriate, to Cognitive Search Chair, Dr. Peter Dixon, or Developmental Search Chair, Dr. Jeffrey Bisanz, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. To receive full consideration all materials must be received by Dec. 15, 1990. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF ALBERTA. Social Psychologist. The Department of Psychology, University of Alberta, invites applications for a tenurable position in the area of Social Psychology at the Assistant Professor level. The floor salary is currently $34,970. Decisions will be made on the basis of demonstrated research competence (as indicated by published record), teaching abilities, colleagues, and teaching ability. Area of research specialization is open. Undergraduate teaching duties will include introductory psychology and social psychology. Current staff members have active research programmes in social cognition, social gerontology, and social development. Applicattons should include curriculum vitae, three letters of recommendation, and reprints or recent publications and be sent to Dr. Curt Bechtel, Chair, Social Search Committee, Department of Psychology, University of Alberta, Edmonton, Alberta, T6G 2E9, Canada. Review of applications will begin on December 1, 1990, and will continue until the position is filled. To receive full consideration, therefore, all materials should be received by the above date. The University of Alberta is committed to the principle of equity in employment.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology invites applications for an appointment at the Assistant Professor level in Developmental Psychology. Preference will be given to individuals with interests in some aspect of cognitive development although applications from other subfields will be considered. The initial appointment will be for a three-year limited term, with the possibility of subsequent conversion to a tenure-stream tenure track status. Starting date is July 1, 1991. A letter of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. G. Moren, Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada, N6A 5C2. This position is subject to budgetary approval. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women scholers are especially invited. The University of Western Ontario is an equal opportunity employer.

PUBLIC ADMINISTRATION

CARLETON UNIVERSITY. School of Public Administration. Applications are invited for a tenure track appointment effective July 1, 1991 at the Assistant Professor level. Research and teaching at the Graduate or Senior Undergraduate level will be required in one or more of the following areas: Public Sector Menegement, Health Policy, and Social Welfare Policy. Ph.D. or near completion will be required. Send application, including curriculum vitae and names of three references, to: Professor Gerene Swimmer, Director, School of Public Administration, Carleton University, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements this notice is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Hiring is subject to budgetary provision. Deadline for applications: January 15, 1991.

RECREATION & LEISURE STUDIES

UNIVERSITY OF WATERLOO. Recreation and Leisure Studies. Applications are being invited for a tenure track faculty position at the Assistant or Associate Professor level. Qualifications include a Ph.D. in Recreation and Leisure Studies or a releted field with a specialization in one or more of management or marketing of leisure services, leisure behavior, or tourism. Applicants also should have demonstrated echievement in research. Duties include research, teaching at all levels, and contributing to the development of a Ph.D. program. Salary commensurate with qualifications and experience. $39091 minimum salary for Assistent Professor is $36,388, for Associate Professor $47,305. Send a curriculum vitae and three letters of reference directly from the referees to Dr. R.C. Mannell, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Weterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 1, 1991. Closing date for receipt of applications is January 15, 1991. Applications from women candidates are particularly welcome. An employment equity employer.

RELIGIOUS STUDIES

UNIVERSITY OF ST. JEROME'S COLLEGE. Department of Religious Studies. Applications are invited for a tenure track position in Religious Studies at the level of Assistant Professor to commence on July 1, 1991. The successful candidate will have a Ph.D. in Religious Studies or Theology (or equivalent) with specialization in the areas of Systematic Theology and Christian Ethics. Salary will begin at the current Assistant Floor of $36,400, negotiable according to experience. Applications together with a c.v. and the names of three referees should be mailed to Dr Mary Malone, Chairperson, Department of Religious Studies, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3 by January 31, 1991. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. It is the intention of St. Jerome's College to fill its vacancies with recent Ph.D. graduates wherever possible. Applications from women candidates are particularly welcome.

YORK UNIVERSITY. Faculty of Arts. Division of Humanities. Applications are invited for a tenure-track appointment in the area of Religious Studies (New Testament), to commence July 1, 1991. This appointment is subject to budgetary approval by the University. Prospective candidates should have qualifications in the following areas: 1) New Testament texts; 2) Bible and Western culture; 3) Early Christianity in its Helienistic context, particularly its relationship with Judaism. Applicants should have the appropriate scholarly strengths to teach upper-level courses within the field of Religious Studies and, more broadly, in interdisciplinary courses from first to fourth year. The duties may include teaching in the Faculty of Graduate Studies, and will require the development of a programme of productive research. A Ph.D. or equivalent is required. Rank and salary will depend on qualifications and experience. A letter of application with curriculum vitae and letters from three references should be sent to: Professor Peter M. Mitchell, Chair, Division of Humanities, York University, North York, Ontario M3J 1P3. Deadline for the applications is November 30, 1990. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University in Toronto has an enrolment of 35,000 students in ten faculties. The Division of Humanilles teaches about 4,500 students annually, including honours majors and minors in Humanilies undertaking interdisciplinary study over the conventionel periods and areas of Western and Eastern cultures, and in studies of themes and values in ancient and modern societies. Our Division of 60 tull-time faculty also houses programmes in Classical Studies, Creative Writing, and Religious Studies, and has close links with Canadian Studies, East Asian Studies, Latin American and Caribbean Studies, Mass Communications, and Women's Studies. Many of our faculty also teach in the Faculty of Graduate Studies.

McGILL UNIVERSITY. The Faculty of Religious Studies, McGill University, invites applications for a senior appointment in Philosophy of Religion to begin September 1, 1991. We are looking for an established scholar who has a strong record of publication in the field of Philosophy of Religion. The candidate should also heve a degree in theology and be able to teach courses in the theologicet program at the undergraduate and graduate levels. Teaching duties will also include courses for Arts undergraduates (Religion and the Arts, Religion and Science) and graduate seminars and thesis supervision (MA, Ph.D.). Salery and rank will be commensurate with qualifications. In accordance with Canadien immigration requirements this notice is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is November 1, 1990. Applications, Including a complete dossier and at least three letters of reference received directly from the referees, should be forwarded to Dean Dennis Runnalls, Faculty of Religious Studies, McGill University, 3520 University St., Montreal, P.Q., H3A 2A7.

SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO, LONDON, CANADA. Dean of Science. Applications and nominations are invited for the position of Dean of Science. Applications and nominations should be received before January 1, 1991, or as soon thereafter as possible. The appointment is for a period of seven years, renewable. Candidates should have an established reputation as an academic researcher and teacher and the ability and the necessary administrative and interpersonel skills to provide leadership for the continuing development of the academic programs and research within the Faculty. The University of Western Ontario has a total enrolment of over 20,000 full and part-time students in graduate, undergraduate and professional programs. The Faculty of Science is large and diverse, with over 200 full-time faculty members in 11 budgetary departments. In addition, non-clinical members of 7 basic health science departments of the Faculty of Medicine are members of the Faculty of Science. The undergraduate programs have an enrolment of approximately 3,500 full-time students. The Faculty is very active in research and graduate teaching with over 300 full-time equivelent graduate students. Nominations and applications should be addressed by October 31, 1990, to Professor T.J. Collins, Vice-President (Academic) and Provost, Room 207, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. Applicants should include a curriculum vitae and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

SOCIAL SCIENCES

CARLETON UNIVERSITY. Subject to budgetary approval, Carleton University, Faculty of Social Sciences, invites applications for a tenure-track position in Linguistics, senior scholars, women and men, to teach at the graduate level as a Visiting Professor for a 6-12 month period in the following areas: Linguistic Pragmatics, Economics, Geography, Law, Political Science, Public Administration, Psychology, Sociology & Anthropology, Social Work, University of Alberta, Soviet & East European Studies, and Women's Studies. The applicant should have a record of internationally recognized published scholarship, and offer work of an interdisciplinary character attracting students from several disciplines in the Faculty of Graduate Studies in any calendar year by 31 March, to the Dean of Social Sciences, Carleton University, Ottawa, Ontario K1S 5B6. Carleton University is committed to employment equity program for women, aboriginal peoples, visible minorities, and disebled persons. Interested persons from these groups are encouraged to apply.

SOCIAL WORK

UNIVERSITY OF VICTORIA. The School of Social Work hes two tenure track positions available commencing July 1, 1991. One of these pasitions is at an Assistant Professor level while the other can be considered for appointment at an Associate Professor level. The Associate position is to strengthen our faculty in the tield of gerontology. The School has an accredited M.S.W. program which prepares graduates for the generalist practice of social work in rural, northern and Native communities. In 1991 the Faculty of Human and Social Development is introducing a graduate program through which social work students will be able to obtain an M.S.W. degree. The objective of the graduate program is to prepare students to contribute to the improvement of policy and practice in family and children services and senior services. The Institute of Child and Youth Care and Nursing are our partners in the graduate program. The School is seeking applicants who have the appropriate and academic qualifications in research, gerontology, rural communities and social work education. Candidates should consider which of these four fields represent their primary interests. Applicants should have, or should be working towards, a Ph.D. degree. Experience in teaching at a university level and a record in research and publication are also velued. Women are particularly encouraged to apply. Rank and salary are to be determined. Curriculum vitae, current teaching evaluations and the names of three referees should be sent to: Professor Sandra Armitage, Director, School of Social Work, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Deadline for applications is Friday, December 14, 1990. The University of Victoria offers equal opportunities to qualified male and female applicants. In accordance with Canadien Immigration regulations this advertisement is directed to Canadian citizens and permenent residents.

McMASTER UNIVERSITY. The School of Social Work invites applications for e term (tenure track) appointment at the Associate Professor level effective July 1, 1991, subject to budgetary approval. The School offers B.S.W. programmes and a Master's programme with a specialty in social policy. The successful applicant should have a D.S.W. or Ph.D. in Social Work; preference will be given to a scholar with e demonstrated ebility in social welfare policy research and teaching. Both men and women are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Send cv and names of three referees to Dr. Erwan MacIntyre, Acting Director, School of Social Work, McMaster University, Hamilton, Ontario, L8S 4M2. Deadline for applications is November 30, 1990 or until the position is filled.

SOCIOLOGY

UNIVERSITY OF WATERLOO. Department of Sociology. Applications are invited for a tenure track faculty position. Rank open. Preference will be given to those who should have an interest in gender relations with other areas of specialization open. Salary is commensurate with qualifications and experience. Send your cv and names of three references to Chair, Recruitment and Selection Committee, Department of Sociology, University of Waterloo, Waterloo N2L 3G1. The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill vacancies with recent PhDs appointed as Assistant Professors whenever possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 1, 1991. Closing date for applying is January 31, 1991, or until filled. Applications from women candidates and members of minorities are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF WATERLOO. Department of Sociology. Applications are invited for a tenure track position. Assistant Professor. PhD required. The Department will give special consideration to candidates in aging, demography, ethnic, political economy, social change, urban, and qualitative research methods. Applicants in other areas are invited to apply. Salary is commensurate with qualifications and experience. Send your cv and names of three references to Chair, Recruitment and Selection Committee, Department of Sociology, University of Waterloo, Waterloo N2L 3G1 The availability of this position is subject to budgetary approval. It is the intention of the University of Waterloo to fill vacancies with recent PhDs appointed as Assistant Professors whenever possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 1, 1991. Closing date for applying is January 31, 1991, or until filled. Applications from women candidates and members of minorities are particularly welcome. An Employment Equity Employer.

McGILL UNIVERSITY. Sociology. Applications are invited for a tenure track appointment, at the assistant professor level, commencing September 1991 (subject to budgetary approval). Candidates should have a Ph.D. and be able to teach, at the graduate level, either advanced quantitative methods (log linear analysis, structural equation models, time series and event history analysis), or advanced qualitative field research methods (intensive interviewing, participant and non-participant observation). Preference will be given to substantive specializations in social psychology and medical sociology, although outstanding applicants in other areas will be considered. Invited to reply. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Interested persons should write The Chair, Appointments Committee, Dept. of Sociology, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing a curriculum vitae and 2 or 3 reprints, and should have 3 referees write on their behalf, to be contected by the candidate him or herself. If you have applied earlier to McGill for position apply again, as your file reactivated, send a letter to that effect as well as an updated vitae and any additional written material you wish to submit. Applications should be received before January 15, 1991.

SPANISH

QUEEN'S UNIVERSITY, Department of Spanish and Italian, invites applications for a position with the following undergraduate teaching responsibilities: Intermediate and advanced Spanish language, Spanish civilization. This is a 12-month non-renewable position, commencing September 1, 1991. Candidates should have completed a Ph.D. in Spanish Language and Literatures or at least reached ABD status. Rank and salary will depend upon qualifications and experience. Applicants should forward their curriculum vitae to Dr. Peter A. Bly, Head, Department of Spanish and Italian, Queen's University, Kingston, Ontario, K7L 3N6. They should also ask three referees to forward their confidential recommendations to the same address. Candidates of either sex are equally encouraged to apply for this position. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Queen's University is willing to help the spouse of a new appointee to seek suitable employment. Deadline for receipt of applications is December 3, 1990.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO. Department of Statistics & Actuarial Science. Applications are being invited for the position of Assistant, Associate or Full Professor in Actuarial Science, beginning July 1, 1991 or later. Applicants should have a Ph.D. in Actuarial Science or closely related area. Individuals with strong research interest and a proven research record, good teaching and communication skills are encouraged to apply. Professional qualifications in actuarial science and practical experience are important. Duties would include, undergraduate and graduate teaching, independent research program including supervision of Ph.D. students working in statistical and probabilistic aspects of Actuarial Science. Salary commensurate with qualifications and experience. Deadline date for applications is 31 January, 1991. Interested individuals should send an application with curriculum vitae, and arrange for three letters of reference to be sent to Dr. K.S. Brown, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women are especially encouraged to apply. An Employment Equity Employer

UNIVERSITY OF WATERLOO. Department of Statistics & Actuarial Science. Applications are being accepted for a tenure track position in statistics at the Assistant Professor level. Applicants must have a Ph.D. In statistics or probability with proven ability in, or potential for research; good teaching and communication skills. Duties would include undergraduate and graduate teaching; development of independent research program. Salary commensurate with qualifications and experience. Appointment effective July 1, 1991 or later. The closing date for applications is 31 January 1991. Send curriculum vitae and arrange for three letters of reference to be sent to: Dr. K.S. Brown, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women are especially encouraged to apply. An Employment Equity Employer.

UNIVERSITY OF TORONTO. 1. Subject to budgetary approval, a tenure-stream appointment in Statistics at the Assistant or Associate Professor Level. 2. Ph.D and demonstrated excellence. Research strengths in Probability or Stochastic Processes. Outstanding candidates in other areas will be considered. 3. Research, teaching and graduate supervision. 4. Salary and rank commensurate with qualifications. 5. Send cv and 3 letters of reference to: Professor M.S. Srivastava, Acting Chairman, Department of Statistics, University of Toronto, 100 St. George Street, Toronto, Canada M5S 1A1. 6. Effective: July 1, 1991. 7. Deadline: January 15, 1991. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF TORONTO. 1. Subject to budgetary approval a tenure-stream appointment in Actuarial Science at the Assistant or Associate Professor level. 2. Ph.D. and demonstrated excellence in Actuarial Science. Research, teaching and graduate supervision. 4. Salary and rank commensurate with qualifications. 5. Send cv and 3 letters of reference to: Professor M.S. Srivastava, Acting Chairman, Department of Statistics, University of Toronto, 100 St. George Street, Toronto, Canada M5S 1A1. 6. Effective: July 1, 1991. 7. Deadline: January 15, 1991. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages both women and men to apply for positions.

SURGERY

UNIVERSITY OF SASKATCHEWAN, SASKATOON, SASKATCHEWAN. Cardiovascular/Thoracic Surgery Academic Appointment. Applications are invited for a fulltime position with the Division of Cardiovascular Surgery in the Department of Surgery at the University of Saskatchewan. The successful candidate will be appointed to the active staff of the Department of Surgery at Royal Universal Hospital and hold a fulltime faculty appointment with the College of Medicine at the University of Saskatchewan. Interested applicants should have clinical experience in adult and paediatric cardiovascular surgery. A recorded commitment to undergraduate and postgraduate education is essential. A background of recent surgical research is desirable. Candidates must have certification in cardiovascuter and thoracic surgery from the Royal College of Physicians and Surgeons of Canada. They must be eligible for registration with the College of Physicians and Surgeons of Saskatchewan. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. Please submit curricurrent curriculum vitae and nemes ot three referees by October 31, 1990 to: Dr. Roger G. Keith, Professor and Head, Department of Surgery, University of Saskatchewan, Royal University Hospital, Saskatoon, Saskatchewan, S7N 0X0.

URBANISME

UNIVERSITE DE MONTREAL. L'Institut d'urbanisme de la Faculté de l'aménagement de l'Université de Montréal est à la recherche d'un(e) professeur(e) régulier(e) en géomatique urbaine (systèmes à références spatiales et cartographie automatique) et en conception et étude d'impacts de projets d'urbanisme assistées par ordinateur. Fonctions: enseignement aux 1er et 2e cycles; enseignement spécialisé, à la fois théorique et pratique, avec utilisation de logiciels performants (autocad, architrion, GRASS, Intermis, etc) dans un environnement micro-informatique Recherche et développement d'outils informatiques appliqués en urbanisme Exigences: formation dans une discipline de l'espace (urbanisme, aménagement, architecture, géographie); doctorat dans un domaine pertinent ou maîtrise avec au moins 5 années d'expérience pertinente. Traitement: selon la convention collective Date d'entrée en fonction: le 1er janvier 1991. Les candidat(e)s sont priés de faire parvenir leur curriculum vitae avant le 30 octobre 1990 à: M. Michel Garlépy, directeur, Institut d'urbanisme, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec), H3C 3J7 Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents (0213).

WOMEN'S STUDIES

UNIVERSITY OF OTTAWA / CARLETON UNIVERSITY. Chair in Women's Studies. The Joint Committee for the Chair in Women's Studies of the University of Ottawa and Carleton University invites applications from experienced scholars for a special appointment from two to four years. The Ahearn Chair was established with funding from the Secretary of State to further the interdisciplinary development of women's studies in Canada. Although other fields are considered, the Committee is particularly interested in applicants whose scholarly interests fall within the areas of science and technology, international development, and law and public policy. The holder of the Chair will be expected to undertake a combination of research activities (teaching, research, public colloquia, etc.) to promote the development of the interdisciplinary women's studies programme at both institutions. Candidates must be fluent in French and English, with a Ph.D or the equivalent and considerable research experience. Salary and benefits are commensurate with Full Professor or senior Associate Professor level. The starting date for the position is July 1, 1991. Applications should be sent to the Joint Committee for the Chair in Women's Studies, Women's Studies Programme, University of Ottawa, 143 Séraphin-Marion, Ottawa, Ontario, Canada, K1N 6N5. The closing date for the competition is December 15, 1990. Carleton University and the University of Ottawa are committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with the requirements of the Department of Employment and Immigration, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE ST-PAUL/OTTAWA/CARLETON UNIVERSITY. Chaire en études des femmes. Le Comité conjoint pour la Chaire en Etudes des femmes de l'Université d'Ottawa et de Carleton University invite les universitaires d'expérience à poser leur candidature à la Chaire en Etudes des femmes dont le mandat est de deux à quatre ans. Le Chaire a été établie grâce à une subvention du Secrétariat d'Etat en vue de favoriser l'interdisciplinarité des études des femmes au Canada Dans cette perspective, le Comité s'intéresse tout particulièrement, mais non exclusivement, aux candidates et candidats dans les domaines des sciences et de la technologie, du développement international ou du droit et de la politique sociale La titulaire oeuvrera à la promotion des programmes interdisciplinaires d'études des femmes offerts par les deux universités au moyen de son enseignement, de ses recherches, de la présentation d'exposés à des colloques, etc Les personnes intéressées devront maîtriser le français et l'anglais, posséder un doctorat ou l'équivalent et compter plusieurs années d'expérience en recherche. Le traitement et les avantages sociaux correspondront au rang de titulaire ou d'agrégé supérieur L'entrée en fonction se fera le 1er juillet 1991 Pour de plus amples renseignements ou pour faire parvenir les candidatures au Comité conjoint pour la Chaire en Etudes des femmes, s/s Programme en Etudes des femmes, Université d'Ottawa, 143, rue Séraphin Marion, Ottawa (Ontario) K1N 6N5, Canada. Le concours prendre fin le 1er décembre 1990. Conformément aux exigences d'Emploi et Immigration Canada, la présente annonce s'adresse aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents. L'Université d'Ottawa et l'Université Carleton ont une politique d'égalité en matière d'emploi pour les femmes, les autochtones, les minorités visibles et les personnes handicapées.

UNIVERSITY OF WATERLOO. Women's Studies. Applications are being accepted for a tenure-track position, beginning no later than July 1, 1991. Rank and salary will depend on the candidate's qualifications. Applicants must have a Ph.D. with proven ebility, or potential for, research and effective teaching in Women's Studies. An understanding of Interdisciplinary studies, of feminist theory, and of the Canadien context as it relates to women is essential. Candidates from

the humanities, social sciences, sciences and engineering are welcomed. Duties include research, teaching and administration. Interested individuals should send a curriculum vitae, one example of their scholarly work, and the names of three referees to: Dr. C.A. Struthers, Chair, Women's Studies Advisory Board, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1. Closing date for receipt of applications is December 15, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. The University of Waterloo is an Employment Equity Employer.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/393-1130.

ACCOMMODATION

VISITING TORONTO? Bed and Breakfast in our restored downtown home from $45.00 daily; for longer stays: furnished apt. for 1-4 people, weekly rates, Ashleigh Heritage Home tel: (416) 535-4000.

Noticeboard

CONFERENCE ON CANADIAN STUDIES, sponsored by St. John's College, The University of Manitoba, February 28, March 1 - 2, 1991. Theme: Twenty Years of Multi-culturalism: Successes and Failures. The Conference will include regular sessions and panels. For further information, contact Dr. Stella Hryniuk, 222 St. John's College, The University of Manitoba, 400 Dysart Road, Winnipeg, Manitoba, R3T 2M5; (204) 474-8101 or (204) 474-8531.

INTERNATIONAL SOCIETY FOR RESEARCH ON AGGRESSION, VI EUROPEAN CONFERENCE, June 23-28, 1991, Jerusalem, Israel. Information: Mrs. Sara Sher, Coordinator of Scientific Conferences, Division for Development and Public Relations, The Hebrew University of Jerusalem, Mount Scopus, Jerusalem 91905, Israel; Phone: 972-2-882817; Fax: 972-2-322556.

CALL FOR PAPERS: THE INTERNATIONAL ASSOCIATION FOR UNITED NATIONS AND PEACE AFFAIRS CONFERENCE on "the Global Environment: Interdependence in the 1990s" (iCUNP IV). Proposals for papers, workshops and roundtables are invited from all fields of study. Papers with international perspective, whether theoretical or empirical, interdisciplinary or a specific field of study would particularly be welcome. Send proposals (200-300 words) and correspondence regarding conference details to: Professor S. Juyal, Department of Political Science, University of Regina, Regina, Sask., S4S 0A2, Canada. Telephone (306) 585-4202; Fax (306) 585-4780. Selected papers to be published. Deadline for proposals: December 15, 1990. Completed papers: February 15, 1991. Conference to be held in Stockton, California, U.S.A. (University of the Pacific - 80 miles east of San Francisco), April 18-20, 1991.

NOTICE OF WORKSHOP ON VOICE FOR SPEECH AND ORAL INTERPRETATION. 4 hours. June 1991. Information deadline: 30th November 1990. For information contact: Dr. A.O. Francis, School of Dramatic Art, University of Windsor, Windsor, Ontario, Canada, N9B 3P4.

CALL FOR PAPERS - 13TH. CANADIAN CONGRESS OF APPLIED MECHANICS, Winnipeg, Manitoba, June 2-6, 1991. Papers from all areas of applied mechanics and mechanical engineering are solicited including dynamics and vibrations, solid mechanics and structures, fluid mechanics and heat transfer, materials and metallurgy, thermodynamics, computer methods, biomechanics, geomechanics, robotics, design, CAD/CAM, and experimental methods. Paper selection will be based on review of papers submitted on approved typing mats. These and general information may be obtained from The Secretary, CANCAM '91, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Deadline for papers, in English or French, is December 1st, 1990.

The University of Manitoba
PROFESSOR OF SOCIAL WORK AT UNIVERSITY OF BOTSWANA

The University of Botswana in co-operation with The University of Manitoba (UB-UM bilateral project) are inviting applications from suitably qualified Canadian citizens and landed immigrants for the senior academic position of Professor of Social Work at the University of Botswana. Commencing July 1, 1991, the appointment will be for an initial period of two years and may be renewed. Salary will be equivalent to that of a Full Professor in Canada. Travel to and from Botswana, subsidized housing and medical insurance, and other allowances and benefits are available.

The successful applicant will be prepared to teach a wide range of subjects in the Department's curriculum, and will be expected to provide administrative, academic, and research leadership within the Department.

Applicants will have a completed Ph.D. in Social Work, at least ten years of University level teaching and administrative experience, and currently hold a position as full Professor or senior Associate Professor at a University or comparable institution. A strong research and publications record is required.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities.

Applications, including a current curriculum vitae and the names of three referees, should be forwarded, not later than December 3, 1990, to the following person from whom further particulars are available: **DR. RICHARD A. LOBDELL, OFFICE OF RESEARCH ADMINISTRATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2. (204) 474-6291.**

BROCK UNIVERSITY
DEAN
FACULTY OF SOCIAL SCIENCES

Brock University invites applications and nominations for the position of Dean, Faculty of Social Sciences, to take office on July 1, 1991.

The Faculty includes the Departments of Economics, Geography, Politics, Psychology and Sociology, the Institute of Urban and Environmental Studies, the Institute of Applied Human Development (with programs in Applied Linguistics, Child Studies, Health Studies and Labour Studies) and interdepartmental programs in Asian Studies and Communication Studies. Pass and Honours degree programs are offered in all departments and institutes and a Masters degree program in Politics. The Faculty has over 80 full-time faculty members and approximately 2,225 FTE students.

The University seeks an individual with a solid record of academic achievement in both teaching and research, administrative experience and the ability to interact effectively with faculty, students, staff and the external community.

Candidates should submit an up-to-date curriculum vitae and the names of three referees to:

Dr. Susan Clark
Vice-President, Academic
Chair, Advisory Committee
re: Dean of Social Sciences
Brock University
St. Catharines, Ontario
L2S 3A1

The closing date for the receipt of applications is **November 30, 1990.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Brock University has a Positive Action Policy for faculty appointments and women candidates are especially encouraged to apply.

BROCK UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER
SMOKING AT BROCK UNIVERSITY IS STRICTLY CONTROLLED

Staff Physician
Department of Medicine

The Department of Medicine at Princess Margaret Hospital is seeking an individual who will play a major part in the development of a multi-faceted new program relating to the use of biological agents in the treatment of cancer. The suitable candidate will be Board certified in Hematology or Medical Oncology and will have credentials in basic research.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with the Employment Equity Policy of the University of Toronto and Ontario Cancer Institute, applications are invited from qualified women and men.

Applicants for this position should write or call **Dr. I. Tannock, Chief of Medicine, 500 Sherbourne Street, Toronto, Ontario M4X 1K9, Canada. Phone: (416) 924-0671, Extension 5110; FAX (416) 926-6546.**

THE Princess Margaret ·HOSPITAL·

LUTHER COLLEGE
REGINA

President

The Board of Regents of Luther College, Regina invites applications, nominations and enquiries for the position of President. The appointee will be expected to take office July 1, 1991.

Luther College has two campuses: a high school of approximately 500 students, 100 of whom are residential, and 24 faculty members; a university college (with residence) federated with the University of Regina and located on its campus. The university college has approximately 750 students and 12 faculty members on a campus of 6000 full-time and 4000 part-time students. Luther College, founded in 1913, offers students education with high academic standards in an atmosphere of concern for the individual.

The President is the chief administrative officer of Luther College and is responsible for providing leadership and direction for the College, and for implementing the policies established by the Board of Regents. The President is assisted by a principal at the high school campus and an academic dean at the university campus.

Candidates should have a commitment to excellence in education; teaching experience; a record of scholarship (preferably including an earned doctorate); administrative experience and leadership ability; the ability to relate to various publics — government, church, business, the university community; understanding of financial matters; and attitudes compatible with the Lutheran tradition of the College.

Applications with curriculum vitae and the names of three references should be sent by October 31, 1990 to:

Mr. Kim Thorson, Q.C., Chair
Search Committee
Luther College
University of Regina,
Regina, Saskatchewan S4S 0A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains a center in Cassis, France for the benefit of individuals who wish to pursue projects in French studies. It offers, at no cost, a dozen furnished apartments, a reference library, an artist's studio, and a composer's studio. The normal term of residence is one semester (early September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include members of university and college faculties who intend to pursue special studies while on leave from their institutions; secondary school teachers benefiting from a leave of absence in order to work on a pedagogical or scholarly project; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; visual artists, composers, writers, and photographers with specific projects to complete. Because of the limited number of studios, only one artist, one composer, and one photographer can be accepted each semester. Applicants from all countries are welcome.

Application deadline is March 1 for the following academic year.

For informational brochure and application form write to:
The Camargo Foundation, Jane M. Viggiani, 64 High Street, P.O. Box 32 East Haddam, CT, USA 06423

CANADIAN STUDIES PROGRAMME AT THE HEBREW UNIVERSITY OF JERUSALEM

VISITING POSTION: Applications are invited for a visiting appointment to the Canadian Studies Programme at the Hebrew University of Jerusalem, Israel for the academic year 1992-93. Note that the applications are requested for appointments in two years time to allow both the Programme and candidates to develop long-term plans.

ELIGIBILITY: Applicants should hold university teaching positions in the social sciences, humanities, or law. Applicants will be expected to combine broad teaching and research experience in their field with an ability to emphasize Canadian content. The Programme emphasizes the development of joint Israel-Canada research and an expression of interest in participating in such cooperative work will be of advantage to the applicant.

TENURE: The visiting appointment will be either for the full academic year (October 1992 to June 1993) or for one semester (October 1992-January 1993 or February to June 1993).

REMUNERATION: Includes return travel costs (least expensive rate to Israel), salary for 4,5, or 9 months (as appropriate) at the rate at the Hebrew University equivalent to Canadian position, and other benefits accruing to the position.

APPLICATIONS: Additional information and application forms can be obtained by writing to:

Hebrew University of Jerusalem
Programme of Canadian Studies
c/o Canadian Friends of
the Hebrew University
3080 Yonge Street, Suite 5024
Toronto, Ontario M4N 3P4
Telephone (416) 485-8000
Toll Free: 1-800-668-3956
Fax: (416) 485-8565

Deadline for completed applications: January 15, 1991.

University of Regina

THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF ADMINISTRATION

The University of Regina is a vibrant centre of learning located in Saskatchewan's capital city, Regina, which supports a low-cost lifestyle with easy access to major cultural and recreational resources. The University's nine faculties provide high quality education to approximately eleven thousand students. The excellent programs of our ever-strengthening Faculty of Administration provide important bridges between the University and both the public and the private sectors.

The Dean will provide effective academic leadership and sound administration to a Faculty with 34 academic and support staff serving the educational needs of approximately 700 undergraduate and graduate students. One-third of the undergraduates are enrolled in an optional, and highly effective co-operative work-study program. Areas of study include: Management, Public Policy and Administration, Accounting, Finance, Marketing, Personnel and Industrial Relations, Quantitative Analysis and International Management. The master's program includes both the Business Management and the Public Policy and Administration options. The Faculty has also been active in offering management development programs.

The Dean will provide strong representation for the Faculty within the University and in the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in a relevant Business or Public Administration discipline, and an understanding of the integral relationship between undergraduate education, research and graduate studies. The Dean is expected to be able and willing to work collaboratively with other Faculties on campus, with members of relevant professional associations and with the provincial business and public administration communities.

The appointment will commence on July 1, 1991, and will normally be for a term of five years. The University of Regina is thoroughly committed to employment equity. Send applications or nominations, including a complete curriculum vitae and names of at least three references in confidence by October 31, 1990, to:

Dr. Brian L. Scarfe
Vice-President (Academic)
University of Regina
Regina, Saskatchewan
S4S 0A2

UNIVERSITY OF TORONTO ERINDALE CAMPUS

The Department of English, Erindale Campus, invites applications for a tenure-stream, Assistant Professor position, effective 1 July 1991. Area: Renaissance Literature (including Drama). Salary at base for Assistant Professor (1990-91, $35,000). Applicants should have Ph.D. and strong teaching and research or research potential. To apply, submit c.v., and one writing sample (max 25 pp.) to **R.W. Van Fossen, Acting Chairman, Department of English, University of Toronto, 7 King's College Circle, Toronto, Ontario M5S 1A1.** Have dossier or three letters of reference and transcripts sent directly to Professor Van Fossen. Canadian immigration policy requires that preference be given to citizens and permanent residents of Canada. Both women and men are encouraged to apply.

ANATOMIST

McMASTER UNIVERSITY, Department of Biomedical Sciences (Division of Anatomy & Experimental Morphology) invites applications for a tenure-track position in Anatomy. Applicants should have a PhD or equivalent experience. They should also have independent research interests and will be expected to qualify for research support from external agencies. Excellent opportunities for collaborative research exist within the Faculty of Health Sciences' unique matrix structure. Current research interests within the Division of Anatomy include neurodegenerative disorders, retinal, muscular and reproductive biology, pathophysiology of cardiovascular disorders, and bioethics. Ability to teach gross anatomy, and participation in the graduate programme are essential. Rank is open and salary will be commensurate with qualifications and experience.

Applications, including curriculum vitae and names of three referees, should be sent by November 15, 1990, to

Dr. A.J. McComas, Chair
Dept. Biomedical Sciences,
McMaster University,
1200 Main St. W.,
Hamilton, Ontario, L8N 3Z5, Canada

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

OKANAGAN COLLEGE

UVic UNIVERSITY OF VICTORIA

OKANAGAN COLLEGE
THE UNIVERSITY-COLLEGE OF THE OKANAGAN INVITES APPLICATIONS FOR THE POSITION OF DIRECTOR, BACHELOR OF SCIENCE NURSING KELOWNA CENTRE

Okanagan College is a comprehensive college offering vocational, developmental, career, technology and university degree programs. We offer programs leading to baccalaureate degrees in Arts and Science in cooperation with the University of British Columbia, and in Education and Nursing in cooperation with the University of Victoria. The College operates campuses in Kelowna, Vernon, Salmon Arm, and Penticton, with degree completion programs concentrated in Kelowna.

The Division of Health is responsible for the Bachelor of Nursing, Diploma Nursing, Dental Assisting, Long-Term Care Aide, Rehabilitation Assistant, Practical Nursing, Activity Aide and Human Service Worker programs presently offered by Okanagan College. A Bachelor of Social Work program will be implemented in 1991.

Okanagan College is seeking an energetic person with a vision for further development, a commitment to excellence and teaching, and an appreciation of scholarly work.

DUTIES:
Under the general direction of the Dean, Division of Health Programs, the Director is responsible for:
1. Directing the operation and further development of the post RN, BSN program.
2. Assisting the department in developing efficient articulation between BSN and Diploma program curricula within the Division of Health Programs.
3. Maintaining regular liaison with the University of Victoria, regional health care facilities, and the community.
4. Providing leadership for faculty regarding scholarly work, curriculum development and innovation in teaching and learning.

PREFERRED QUALIFICATIONS:
1) Demonstrated professional and educational leadership in nursing.
2) Post secondary teaching and administration experience, preferably in a BSN program.
3) A Doctoral degree or substantive progress toward one. Outstanding candidates with a Master's degree in Nursing may be considered.
4) Demonstrated excellence in scholarly work.

APPOINTMENT: Continuing effective April 1, 1991

SALARY: $44,857.00 - $51,928.00 per annum based on 1989/90 salary scale. (Administrative salaries are currently under review.)

CLOSING DATE: November 2, 1990

This position is covered by the Policy for Administrative Staff.

APPLICATION: Please submit a curriculum vitae and the names of three referees to:

Personnel Office
Okanagan College
1000 K.L.O. Road
Kelowna, British Columbia
V1Y 4X8

THE PREFERRED CANDIDATE WILL WORK IN ONE OF THE APPLICATION

POSITIONS IN LATIN AMERICA AND THE CARIBBEAN

A CIDA supported project of cooperation between Canada and the UN Latin American Center for Demography scheduled to run until 1994 will have various openings for short and longer-term consultants and experts in fields related to population and development.

Currently two positions are available for periods of up to two years with possibility of extension.

POPULATION AND DEVELOPMENT
To carry out work on incorporating population in social and economic development programmes and information systems to improve family planning programme performance. Base: Santiago, Chile. Working Languages: English and Spanish. Starting date: October 1990.

DEMOGRAPHER
To carry out research on fertility, mortality and migration, with particular attention to projections, population distribution and regional planning. Base: San Jose, Costa Rica. Working language: Spanish. Starting date: as soon as possible.

Both positions require individuals with Ph.D. or equivalent training.

For further details, contact Alan B. Simmons, CPI Coordinator, or Sheilagh Knight, Programme Assistant, CERLAC, 204 Founders College, York University, Toronto M3J 1P3. Telephone (416) 736-5237. FAX (416) 736-5737. E-mail CERLAC AT YORKVMI.

EMPLOIS EN AMERIQUE LATINE ET AUX CARIBES

Un projet de coopération subventionné par l'ACDI, entre le Canada et le Centre latino-américain de démographie, institution appartenant à l'ONU, sera en cours jusqu'en 1994 et aura besoin de consultants à court et à long terme ainsi que des spécialistes en population et développement.

A présent, deux postes d'une durée de deux ans sont ouverts. Possibilité de prolongation.

POPULATION ET DEVELOPPEMENT
L'individu menera à terme des travaux qui incorporeront des informations sur la population à des programmes de développement social et économique ainsi qu'à des systèmes d'information qui amélioreront la performance des programmes de planification familiale. Lieu: Santiago, Chile. Langues du travail: Espagnol et anglais. Date: Octobre 1990.

DEMOGRAPHE
L'individu menera des recherches sur la fécondité, la mortalité et la migration. En particulier, il/elle s'occupera des projections, de la distribution de la population et de la planification régionale. Lieu: San José, Costa Rica. Date: le plus tôt possible.

Les candidats aux deux postes devront être diplômé ou titulaire d'un [illegible] l'expérience équivalente.

Pour de plus amples informations, communiquez avec Alan B. Simmons, Coordonnateur IPC, ou avec Sheilagh Knight, Associée de recherches, CERLAC, 204 Founders College, York University, Toronto, M3J 1P3. Téléphone (416) 736-5237. Téléfax (416) 736-5737. Courrier électronique CERLAC AT YORKVMI.

THIS IS THE AD YOU'RE HOPING SOMEONE ELSE WILL SEE.

THIS IS THE AD SOMEONE ELSE IS HOPING YOU'LL SEE.

The giving begins with you.

IMAGINE

BIOLOGY

UNIVERSITY OF OTTAWA. Department of Biology. Limited-term appointment in Animal Physiology. This appointment is available for a period of 1 to 1.5 years depending upon starting date (earliest is January 1, 1991), there is the possibility this position could be converted into a tenure-track position after that date. The successful candidate must have a PhD and is expected to teach undergraduate courses and to do research in the area of animal physiology. Applicants with an ability to teach neurobiology at the honours level would have an advantage in this competition. There are excellent opportunities to develop collaborative research projects with individuals within the Ottawa-Carleton Institute of Biology and within government laboratories in the Ottawa area. The ability to communicate in French is an asset. All individuals are encouraged to apply, although preference is given to citizens and permanent residents of Canada. The University is committed to employment equity.

Candidates should submit before **November 15, 1990** a curriculum vitae, a brief description of their research and teaching interests, and three letters of recommendation to: **Dr. T.W. Moon, Chairman, Department of Biology, University of Ottawa, Ottawa Canada K1N 6N5. (Fax: 613-564-5014).**

McGill

1) **The Department of English,** McGill University, invites applications for a tenure position as Assistant Professor of **Canadian Literature,** subject to budgetary agreement, to begin September 1991. The successful candidate will hold a Ph.D. in English and have a strong record of published research.

2) **The Department of English,** McGill University, invites applications for a tenure track position as Assistant Professor of **Drama and Theatre,** subject to budgetary agreement, to begin September 1991. The successful candidate will hold an MFA degree in acting or directing and have some teaching and professional theatre experience. Duties include teaching at the undergraduate and graduate levels and participation in departmental productions.

3) **The Department of English,** McGill University announces an Assistant Professor tenure track position for a **Medievalist** with strength in **Anglo-Saxon** subject to budgetary agreement, to begin September 1991. Scholarly emphasis may be in the literature of the early or late Middle Ages with ability to teach in both areas. The successful candidate will hold a Ph.D. in English and have a strong record of published research.

Application, c.v. and three letters of recommendation should be sent to **Professor John Ripley, Chairman, Department of English, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6, by December 15, 1990.** In accordance with Canadian immigration requirements, these advertisements are directed in the first instance to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF PAPUA NEW GUINEA

PROFESSOR OF ACCOUNTING
Department of Commerce - 041020

The Professor is expected to provide leadership in teaching and research and ensure that the new Commerce Department's programmes are implemented effectively. Distinguished academics with specialisation in any area of Accounting are invited to apply.

LECTURERS/SENIOR LECTURER IN ACCOUNTING
(Three positions) 041021, 041022 & 041023
Department of Commerce

All areas of specialisation will be considered with specialisation in EDP an advantage. An advanced degree is required, and professional certification preferred. Appointments will normally be for an initial renewable contract period of three (3) years.

SENIOR TUTOR/LECTURER/SENIOR LECTURER IN PHYSICAL GEOGRAPHY
Geography Department - 06100S

The appointee will participate in first and second year introductory courses, and co-ordination of upper level specialist courses, where an interest in Climatology or Hydrology would be an advantage. This is a one year appointment for 1991 only which may suit either a PhD student near to completion, or a geographer seeking a sabbatical in a country with varied research and field work.

SENIOR TUTOR/LECTURER/SENIOR LECTURER IN HUMAN GEOGRAPHY
Geography Department - 061003

The appointee will participate in first and second year introductory courses, and in upper level courses, where an interest in one or more of Economic Geography, Geography of Settlements, Rural Development, the South Pacific and/or South East Asia, would be an advantage. This is a one-year appointment for 1991 only which would suit either a near-to-completion PhD student or a geographer seeking a sabbatical in a country that offers diverse research opportunities.

LECTURER/SENIOR LECTURER/ ASSOCIATE PROFESSOR IN HUMAN GEOGRAPHY/PLANNING
Geography Department - 061009

The Department of Geography is seeking a Human Geographer with a specialist interest in regional development and/or physical planning. The department wishes to appoint an experienced individual at the senior level, but is interested in applications from less experienced planners who are able to bring new techniques to the department. An ability to contribute to first and second year introductory courses is also required.

SENIOR TUTOR/LECTURER/ SENIOR LECTURER
Library and Information Studies Department - W191006

Applicants should be well qualified graduates with qualifications in librarianship or information science and teaching experience. The successful applicant will be required to develop the information management and information technology aspects of the Department's programs.

LECTURER/SENIOR LECTURER IN CHEMISTRY
Chemistry Department - W031003

Applicants should hold a PhD degree in Inorganic Chemistry with specialisation in organo-metallic and co-ordination Chemistry and relevant teaching experience at University level.

LECTURER/SENIOR LECTURER - GENERAL PHYSICS
Physics Department - W131007

Applicants should have postgraduate qualifications in physics and be able to teach foundation and undergraduate physics courses.
Research experience in experimental physics and teaching experience at the tertiary level will be considered an advantage.

LECTURER/SENIOR LECTURER - MODERN ELECTRONICS
Physics Department - W131003

Applicants should have postgraduate qualifications in modern electronics and possess practical experience in microprocessor instrumentation design and computer hardware technology. Teaching experience will be an advantage.

VISITING LECTURER/SENIOR LECTURER IN COMPUTER SCIENCE
Mathematics Department - W121005

This is a Visiting position in computer science in the Department of Mathematics for the 1991 academic year (February-November) with a possibility of extension. The successful applicant must have post-graduate qualifications and teaching experience in computer science at undergraduate and honours levels. An ability to teach a variety of programming languages (including BASIC and PASCAL) to undergraduate students is essential. Experience in teaching courses in undergraduate mathematics is also desirable.

PROFESSOR OF COMMUNITY MEDICINE
Community Medicine Department - M841001

Applicants should be Medical Practitioners who possess high qualifications in Community Medicine and Public Health. Wide teaching experience at University level, extensive research in developing Countries and a proven publication record are essential. There is research and consultancy opportunity with the National Health Department and other organisations.

The appointee is expected to provide academic leadership in this multidisciplinary Department and will be responsible for undergraduate teaching of various courses in Community Medicine/Public Health. This Department also operates an active postgraduate programme at Diploma, Masters and Doctoral levels.

LECTURER/SENIOR LECTURER IN PATHOLOGY
Pathology Department - M831006

Applicants should be medically qualified with appropriate postgraduate qualifications in Pathology registrable with the Papua New Guinea Medical Board. Previous good teaching and work experience in a developing country, preferably in the field of Microbiology, would be an advantage.

LECTURER/SENIOR LECTURER IN PHYSIOLOGY
Basic Medical Sciences Department

Applicants should have a PhD or equivalent and experience in teaching undergraduate and postgraduate medical students. Position available from 1st January, 1991 to 30th November, 1992.

LECTURER/SENIOR LECTURER IN BIOCHEMISTRY
Basic Medical Sciences Department

Candidates should have a PhD or equivalent; experience in teaching medical students is essential.

LECTURER IN DRAMA
Dance and Drama Department - 971003

Applicants should possess a Degree in Theatre Arts. The appointee will be required to take charge of a general studies programme for both Drama and Dance, to teach dramatic theory, voice and speech, and to take charge of the production of creative dramatic performances which are part of the Faculty's teaching programme. Applicants with previous experience in creative theatre workshops involving extra-mural candidates will be at an advantage.

LECTURER IN MEDIA ARTS/DESIGN
Dance and Drama Department - 971009

Applicants should possess at least a Degree in the Arts; a higher degree would be advantageous. The appointee will be in charge of the teaching of Design and technical theatre at all levels in the Dance and Drama department. Previous experience in costume design, make-up for film and stage will be an advantage.

LECTURER IN DANCE
Dance and Drama Department - 971010

Applicants must possess a Degree in the Arts with Dance as their major interest. The appointee will be required to teach dance history and theory and to be involved in the preparation of Creative Dance Performances as part of the support programme for dance in the Faculty of Creative Arts.

SALARY

Senior Tutor K18,810 - K23,675 p.a., Lecturer K21,000 - K23,675 p.a., Senior Lecturer K24,220 - K29,645 p.a., Associate Professor K33,190 - K35,950 p.a., Professor K38,395 p.a.
All positions plus 25% gratuity.

Applications will be treated as strictly confidential and should include a full Curriculum Vitae, a recent small photograph, the names and addresses of three referees and date of availability. In order to expedite the appointment procedure, applicants are advised to contact their referees to send confidential reports directly to the University without waiting to be contacted.

Applications should be forwarded to the Deputy Registrar (Staffing), PO Box 320, University Post Office, Papua New Guinea.

All applications close on 30th October 1990.

T.I. Tioti (Mr), Registrar.

The University of Manitoba

PROFESSOR OF ECONOMICS AT UNIVERSITY OF BOTSWANA

The University of Botswana in co-operation with The University of Manitoba (UB-UM bilateral project) are inviting applications from suitably qualified Canadian citizens and landed immigrants for the senior academic position of **Professor of Economics at the University of Botswana.** Commencing July 1, 1991, the appointment will be for an initial period of two years and may be renewed. Salary will be equivalent to that of a Full Professor in Canada. Travel to and from Botswana, subsidized housing and medical insurance, and other allowances and benefits are available.

The successful applicant will be prepared to teach a wide range of subjects in the Department's curriculum, and will be expected to provide administrative, academic, and research leadership within the Department.

Applicants will have a completed Ph.D. in Economics, at least ten years of University level teaching and administrative experience, and currently hold a position as full Professor or senior Associate Professor at a University or comparable institution. A strong research and publications record is required.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities.

Applications, including a current curriculum vitae and the names of three referees, should be forwarded, not later than December 3, 1990, to: **DR. RICHARD A. LOBDELL, OFFICE OF RESEARCH ADMINISTRATION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2, (204) 474-6291.**

St. Francis Xavier University

VICE-PRESIDENT ACADEMIC

St. Francis Xavier is a liberal arts university with a profoundly Catholic ethos and tradition, embracing within its university community faculty, staff and students of diverse religious, racial, national, and socio-economic backgrounds. It is committed to excellence in teaching and research and to serving development needs of the community locally and internationally. There are 180 faculty members, 3,000 students and a total staff of 470. There is residence accommodation for 1,400 students. Degrees and diplomas are offered in the Arts, Sciences and Applied Sciences through 24 academic departments.

The current Vice-President, Academic is retiring July 1, 1991, and we are seeking a replacement as of that date. The normal term of appointment is six years.

The Vice-President, Academic, is a member of the University's senior management team. The Vice-President is the University Research Officer, and is a member of the Board of Governors and Senate. He/she is chair of a number of senior standing committees of the University and undertakes special assignments as requested by the President. He/she is responsible for academic appointments, and faculty complement, for the Library, the Registrar's Office and Athletics Department. The Vice-President coordinates the preparation of the budget for faculty, academic administration, and library; allocates academic space; is the chief administrative liaison officer in discussions with St. F.X.A.U.T.; and is responsible for the preparation of statistics and projections required by outside agencies. The University offers an excellent benefits package.

Applications and nominations, with curriculum vitae, may be addressed in confidence, before November 30, 1990, to:

Dr. D.J. Lawless
President
St. Francis Xavier University
Antigonish, Nova Scotia
B2G 1C0

University of Regina

THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF EDUCATION

The Dean will provide effective academic leadership and sound administration to a Faculty with 75 academic and support staff serving the educational needs of approximately 1550 undergraduate and 200 graduate students. The regular degree programs of our dynamic and highly progressive Faculty of Education include the Elementary, Middle Years and Secondary Education programs, with additional special programs in Arts Education, French Language Education, Vocational/Technical Education, Native Teacher Education in both Saskatchewan and the Yukon Territory, and Graduate Studies.

The Dean will provide strong representation for the Faculty within the University and in the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in a relevant Education discipline, and an understanding of the integral relationship between undergraduate education, research and graduate studies.

The Dean is expected to be able and willing to work collaboratively with other Faculties on campus and with members of the major provincial educational agencies (teachers, trustees, education directors, government personnel). Candidates should have a keen interest in developmental teacher education with a strong emphasis on modern pedagogical theory, subject content enhancement, sound practicum delivery, and productive educational research. An interest in enhancing the Faculty's established reputation for developing advanced programs and preparing high quality graduates from four year concurrent, after degree and graduate programs is imperative.

The appointment will commence on July 1, 1991, and will normally be for a term of five years. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal peoples, people with disabilities, visible minorities, and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least three references in confidence by **October 31, 1990,** to:

Dr. Brian L. Scarfe
Vice-President (Academic)
University of Regina
Regina, Saskatchewan
S4S 0A2

UNIVERSITE YORK UNIVERSITY — Toronto, Canada

Vice-President (Academic Affairs)

Applications and nominations are invited for the position of Vice-President (Academic Affairs)

As a senior officer of the University, the Vice-President (Academic Affairs) is, in general, responsible for ensuring the vitality and excellence of the University's academic programmes. The responsibilities, in particular, include the development and implementation of: academic planning, policy and budgeting; recommendations for academic appointments; research; academic support and services; and international academic relations. The Vice-President (Academic Affairs) works in cooperation with three Associate Vice-Presidents, the Deans and Principal of the Faculties, the University Librarian, and the Assistant Vice-President (Computing and Communications Services).

The successful candidate will have a record of personal scholarly achievement and be a strong advocate of academic excellence. Candidates should show evidence of being a successful academic administrator, with the capacity now to handle the complex problems of one of Canada's largest and fastest changing universities. The position of Vice-President (Academic Affairs) requires energy, imagination, and a spirit of collegiality, with a determination to achieve much with limited resources.

York University, established in 1959, is a publicly supported institution. Undergraduate and graduate degree programmes are offered through its ten Faculties. York has a full-time faculty of 1,100 and full-time enrolment equivalencies of 26,700 undergraduate and 5,400 graduate students.

The appointment, to begin July 1, 1991, will be for an initial period of five years. Salary, dependent on qualifications, is negotiable.

York University is implementing a policy of employment equity, including affirmative action for women faculty.

Applications and nominations should be submitted by October 31, 1990 to:

The Secretary,
Search Committee for the Vice-President (Academic Affairs),
Room S949, Ross Building,
York University,
North York, Ontario M3J 1P3

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ONTARIO CANCER TREATMENT AND RESEARCH FOUNDATION: *NORTHEASTERN ONTARIO REGIONAL CANCER CENTRE, SUDBURY, ONTARIO*

CANCER RESEARCH SCIENTIST

Applicants are invited for a staff career scientist position as a member of an experimental oncology group with a focus on applied clinical research. The successful candidate should have demonstrated excellence in carrying out research in immunology at the cellular and molecular level as a member of a collaborative research group. Considerable experience at the post-doctoral level is required. After a start-up period, on-going support for research will be from competitive granting agencies. Academic appointment will be at the University of Ottawa, and Laurentian University, Sudbury.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada, although others are encouraged to apply.

Closing date for this competition is four weeks after the publication of this advertisement.

Applicants should send résumé and names of three referees to:

OCF

Anthony D. Ho, MD
Director of Research
Northeastern Ontario Oncology Program
41 Ramsey Lake Road
Sudbury, Ontario
Canada
P3E 5J1

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Saint Mary's University

Vice-President, Academic and Research

Saint Mary's University, founded in 1802, is a non-denominational, co-educational, modern university located in Halifax, Nova Scotia, serving a student body of 4,300 full- and 3,000 part-time students during the academic year. An additional 3,000 students are enrolled in two summer sessions.

Saint Mary's is dedicated to academic and research excellence, public accessibility, international outreach and fiscal responsibility.

The Vice-President, Academic and Research is a senior officer responsible to the President for the direction and administration of educational policies. This entails overall responsibility for strategic academic planning, program and curriculum development, research, enrolment planning and management, faculty and administrative appointments and professional development.

The starting date for this position is July 1, 1991. The initial appointment will be for six years. Candidates should hold a doctorate or equivalent degree and have significant experience in university teaching, research, administration and a commitment to excellence in teaching and research.

Nomination and applications should be submitted with a résumé and the names of three referees before **December 1, 1990** to:

Mrs. Geraldine Coll, Secretary
Vice-President (Academic and Research) Search Committee
Saint Mary's University
Halifax, Nova Scotia
B3H 3C3

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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Two years living in another culture and an opportunity to work with others who are striving to improve their lives. It's hard work, but rewarding.

We need someone special. Someone who wants more than 9 to 5. Someone willing to try something different.

The person we're looking for has skills and experience and can live on a modest salary. If you are a TEFL/TESL teacher, adult educator, instructor of the hearing impaired or a women's programmer we may have a job for you.

For further information contact: **CUSO DE-14, 135 Rideau St., Ottawa, Ont. K1N 9K7**

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NATIONAL UNIVERSITY OF SINGAPORE
FACULTY OF BUSINESS ADMINISTRATION

Lecturers/Senior Lecturers/Associate Professors

Applications are invited from candidates who are able to teach in one or more of the following areas at the BBA and MBA levels:

Business Policy
Business Policy and Strategy
International Business
Strategic Managment
Management of Technology

Organizational Behaviour
Personnel Management/ Human Resource Management
Comparative Management/ Cross-cultural Studies
Organizational Behaviour

Decision Sciences
Management Information Systems
Operations and Production Management
Operations Research/Statistics

Marketing
Strategic Marketing
Industrial Marketing
International Marketing
Service Marketing

Finance and Banking
Theory of Finance
Management Control Systems
Financial Markets and Institutions
International Finance and Banking
Risk Management and Insurance
Accounting

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

Besides appointments on normal 3-year contracts, visiting appointments for one to two years may be considered.

Gross annual emoluments range as follows:

Lecturer	S$50,390 - 64,200
Senior Lecturer	S$58,680 - 100,310
Associate Professor	S$88,650 - 122,870

(C$1.00 = S$1.53 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S$1,000 or S$2,000, subsidized housing at nominal rentals ranging from S$100 too S$216 p.m., education allowance for up to three children subject to a maximum of S$10,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

There are eight faculties in the National University of Singapore with a current student enrolment of some 14,000. All departments are well-equipped with a wide range of facilities for teaching and research.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 650 MFLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail; BITNET to access academic institutions world-wide. An on-line library catalogue is also available. In addition, a proposed campus network based on state-of-the-art optical fibre technology will be installed by end of 1990 to facilitiate resource sharing and electronic communication for the academic community.

Application forms and further information on terms and conditions of service may be obtained from:

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 0511

The Director
North America Office
National University of Singapore
55 East 59th Street
New York, N.Y. 10022, U.S.A.
Tel.: (212) 751-0331

Enquiries may also be sent through BITNET to: PERTLS @ NUS3090; or through Telefax: (65) 7783948

McMASTER UNIVERSITY
FACULTY OF HEALTH SCIENCES
DEPARTMENT OF FAMILY MEDICINE
CHAIR

McMaster University, Faculty of Health Sciences, invites applications or nominations for the position of Chair, Department of Family Medicine in the Faculty of Health Sciences. McMaster University has Faculties of Business, Engineering, Humanities, Science, Social Sciences and Health Sciences, as well as a combined Programme in Arts and Sciences. Its teaching and research activities cover a broad range of scientific, medical, cultural and professional fields.

This position will be available January 1, 1991 for a term of five years renewable once. We are seeking an individual with administrative experience in an academic or institutional setting and a strong commitment to education, research and exemplary clinical service. The Chair is responsible for ensuring that the academic disciplines represented in the department are of the highest quality.

The Department of Family Medicine includes 33 full-time faculty members principally located in four family practice units, two of which are situated in affiliated teaching hospitals. The 116 part-time faculty members are in active practice throughout the Hamilton-Wentworth and Central West regions (population base 1.8 million).

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications and/or nominations, accompanied by a detailed curriculum vitae and names of three referees, should be directed to the following by November 15, 1990:

Dr. S.M. MacLeod
Dean, Faculty of Health Sciences
McMaster University
1200 Main Street West
Hamilton, Ontario L8N 3Z5

University of Regina

FACULTY OF ENGINEERING

Industrial Systems Engineering emphasizes the analysis and design of industrial facilities, equipment and processes taking into account economic, administrative and societal concerns.

Applications are invited for a tenure-track position at the assistant professor level in Industrial Systems Engineering. Applicants should be an engineering graduate with a Ph.D in Chemical Engineering or related field.

The program has two major thrusts — integrated manufacturing systems and process plant engineering. The successful candidate would be expected to conduct research and teach undergraduate and graduate courses in more than one of the following areas — process control; unit operations; heat, mass and momentum transfer; energy systems; risk assessment and decision-making. Industrial experience and good teaching skills are desirable assets.

The University of Regina is a vibrant centre of learning located in Saskatchewan's capital city, Regina, which supports an affordable lifestyle with easy access to major cultural and recreational resources.

Rank and salary will be commensurate with qualifications and experience. Effective date: January 1, 1991 or as soon thereafter as possible. Applicants should send a detailed résumé, including the names and addresses of three referees by October 31, 1990 to:

Dr. R. Seshadri, Dean
Faculty of Engineering
University of Regina
Regina, Saskatchewan
S4S 0A2

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women.

Help **BREAK THE PATTERN OF POVERTY**

Please contribute to:
USC Canada
56 Sparks
Ottawa
K1P 5B1
(613) 234-6827

University of Alberta
Edmonton

Chair
Department of Radiology & Diagnostic Imaging

Applications are invited for the position of Professor and Chair of Radiology and Diagnostic Imaging, in the Faculty of Medicine at the University of Alberta, and Chair of Radiology and Diagnostic Imaging, University of Alberta Hospitals. We are searching for an outstanding academic radiologist with administrative experience who, as Chair, will continue to foster excellence in diagnostic service and teaching, while supporting the Development of research in the department. This is an academic, full-time position with responsibility for the Department of Radiology and Diagnostic Imaging of the University of Alberta Hospitals located in the Walter C. Mackenzie Health Sciences Centre. Excellent facilities are available, including a nearby NMR research unit. Duties include responsibility for the educational programs in radiology and nuclear medicine in the affiliated teaching hospitals. Innovative research programs including PET imaging can be developed utilizing the support of the Alberta Heritage Foundation for Medical Research.

This appointment will be at the rank of full Professor with salary commensurate with qualifications and experience (minimum $60,000/annum). Applicants should reply by November 30, 1990, enclosing curriculum vitae and the names of three referees to:

Dr. Douglas R. Wilson
Dean, Faculty of Medicine
University of Alberta
2J2.01 W.C. Mackenzie Health Sciences Centre
Edmonton, Alberta T6G 2R7

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

University of Alberta
Edmonton

Professeur(e) adjoint(e) en linguistique appliquée
Faculté Saint-Jean

La Faculté Saint-Jean sollicite des candidatures au poste de professeur(e) adjoint(e) en linguistique appliquée.

Tâches:
Offrir des cours de linguistique, de phonétique corrective, de grammaire avancée et de langue à des étudiant(e)s dont, en général, le français est la langue seconde. La personne aura aussi la responsabilité de coordonner les cours de langue française.

Qualifications:
Doctorat (ou l'équivalent) et de l'expérience dans l'enseignement des langues. Ce poste ouvre la voie à la permanence. La personne sélectionnée entrera en fonction si possible le 1er juillet 1991. Le traitement varie de 36 910$ à 45 694$ (échelle 90-91) en fonction de la formation et de l'expérience.

Faculté de langue française, la Faculté Saint-Jean offre des diplômes de B.A., de B.Sc., et de B.Ed.

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s.

Tout candidature doit comporter un curriculum vitae détaillé avec les noms de trois répondants et doit être transmise au plus tard le 31 décembre 1990 à l'adresse suivante:

J.-A. Bour, Doyen
Faculté Saint-Jean
University of Alberta
8406, rue Marie-Anne Gaboury
Edmonton, Alberta T6C 4G9

University of Alberta respecte le principe d'équité en matière d'emploi. Elle encourage les candidatures des autochtones, des personnes handicapées, des membres des minorités visibles et des femmes.

University of Alberta
Edmonton

The NSERC-Alberta Construction Industry Research Chair in Construction Operations
Department of Civil Engineering

Applications are invited for a full-time, tenure-track position with emphasis on research on topics relevant to construction in Alberta such as cold weather, remote locations, mega projects, movement and handling of material, site efficiency and productivity. The required industrial funding has been pledged. The Natural Sciences and Engineering Research Council (NSERC) funding will be finalized once a candidate has been identified. It is anticipated the position will by filled by July 1, 1991.

Applicants should have a Ph.D. with specialization in construction engineering or construction management. They should be researchers of international stature who are at or are approaching the most productive period of their careers. They should be recognized experts in their fields and have a record of refereed publications. Candidates whose experience is primarily in industry, who may not have the publication record expected of a university or government scientist of this stature, may provide other evidence of scientific and technological accomplishments. Practical construction experience would be a definite asset.

The successful applicant will be expected to: (a) lead a research team composed of a Research and Technology Transfer Engineer and graduate students, (b) teach one course per term at either the undergraduate or graduate level, (c) assist in other aspects of Civil Engineering education, (d) be eligible for registration as a Professional Engineer.

The intention is to appoint at a full Professor level at a salary in excess of $60,000/year, commensurate with qualifications. Following the initial five-year appointment as the NSERC-Alberta Construction Industry Research Chair, the position would revert to that of a regular full Professor.

The University of Alberta, founded in 1908, is one of the largest universities in Canada. It is situated in Edmonton, a city of 600,000. On average there are 80 students in the graduating class and 110 graduate students in Civil Engineering. Currently there are three academic staff in the area of Construction Engineering and Management.

Application deadline: November 30, 1990.

In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Submit applications, including a brief research proposal resume, employment history and names and addresses of referees to:

Professor J.G. MacGregor
Department of Civil Engineering
University of Alberta
Edmonton, Alberta, Canada T6G 2G7
Telephone (403) 492-5114
Fax: (403) 492-0249

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

FINLAY TRAVEL'S

FINLAY TRAVEL LIMITED
P.O. Box 433, 2 First Canadian Place
Suite 2360, Exchange Tower
Toronto, Ontario M5X 1E3
Telephone (416) 366-9771 Telex 06-22512

FARES! FARES! FARES!

Seat sales have arrived, mainly Canadian domestic, but also Hawaii, California, and Trans Atlantic. Seat sale as announced in September is attracting Winter bookings (October to March). Persian Gulf crisis causing surcharges from 5% to 8% with the probable majority in the 7% range. Low end is predicted to cover flights within Europe. High end flights from Canada and Africa (from and within). Hopefully seat sales and promotional fares will soften some of the increases. Pacific fares on hold until about October 15th when increases are likely to be announced. In the light of increases check ticket deadlines to avoid the high fares if possible. As stated back in September, it will be a season to monitor air fares carefully. WE DO EXACTLY THAT.

IF WE ARE TO GIVE ANY ADVICE – IT IS - BOOK EARLY!!!!

Call us between 9:30 am 4:30 pm EST Monday through Friday. FAX is available 24 hours each day. FAX (416) 366-1005. Best wishes for 1990 - 1991 academic year.

Our South Pacific Fares

From: Vancouver

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SYDNEY /BRISBANE / MELBOURNE /CAIRNS	$ 1608	$ 1856	$ 2079	$ 1795	$ 2043	$ 2266	$ 1357	$ 1608	$ 1893
ADELAIDE / HOBART	$ 1794	$ 2043	$ 2266	$ 1981	$ 2229	$ 2452	$ 1543	$ 1794	$ 2079
PERTH	$ 1981	$ 2229	$ 2452	$ 2167	$ 2416	$ 2638	$ 1729	$ 1981	$ 2266
AUCKLAND	$ 1453	$ 1701	$ 1924	$ 1639	$ 1888	$ 2111	$ 1202	$ 1453	$ 1738
WELLINGTON	$ 1515	$ 1763	$ 1987	$ 1701	$ 1949	$ 2173	$ 1264	$ 1515	$ 1799
CHRISTCHURCH	$ 1534	$ 1782	$ 2005	$ 1719	$ 1968	$ 2191	$ 1282	$ 1533	$ 1819

SEASONALITY: LOW : May - August SHOULDER: March, April, September - November HIGH: December - February

ADD ON FROM OTHER CITIES IN CANADA:

Calgary	$ 130.00	Winnipeg	$250.00
Edmonton	$150.00	Montreal/Ottawa	$ 370.00
Regina/Saskatoon	$ 230.00	Toronto/London	$ 350.00
St. John's Nfld	$580.00		
Halifax/Moncton/Fredericton	$420.00		

Air Canada QANTAS

Conditions:			
Minimum Stay:	5 days	6 days	6 days
Maximum Stay:	6 months	1 year	3 months
Stopovers Permitted:	3 plus point of turnaround	6 plus point of turnaround	Honolulu in each direction
Advance Bookings:	14 days prior	Prior to departure	14 days prior
Ticketing Option:	14 days prior	Prior to departure	14 days prior
Cancellation charge:	35% Non-refundable	35% after departure only	50% Non-refundable

Canadian Transportation Tax of $19.00 is not included. Children fare available, please inquire. Certain routing-restrictions apply. Re-routing is allowed on APEX and EXCURSION fares at a charge. All information is subject to change without notice.

Call: (416) 366-9771 Fax: (416) 366-1005 E. & O.E. 09/90

☆ OUR SUPER LOW FARES TO SOUTH PACIFIC

FROM: VANCOUVER

TO: Sydney/Melbourne From; ..... $1187.00 to $1633.00
TO: Auckland From; ..... $ 949.00 to $1358.00

Ask about our attractive fares from all other Canadian points East of Vancouver.
• BOOKING CONDITIONS & RESTRICTIONS APPLY:
• ALL FARES & CONDITIONS SUBJECT TO CHANGE.

CALL: (416) 366-9771 FAX: (416) 366-1005 E. & O.E. 09/90

☆ OUR FARES TO EUROPE

FROM: TORONTO

To:	LONDON	From;	$561.00 to $842.00
To:	AMSTERDAM	From;	$599.00 to $871.00
To:	BERLIN	From;	$735.00 to $997.00
To:	FRANKFURT	From;	$687.00 to $948.00
To:	PARIS	From;	$619.00 to $881.00
To:	ZURICH	From;	$726.00 to $997.00
To:	PRAGUE	From;	$793.00 to $1075.00
To:	BUDAPEST	From;	$812.00 to $1024.00
To:	MOSCOW/LENINGRAD	From;	$992.00 to $1197.00

Ask about our attractive fares from all other Canadian points East and West of Toronto.
• BOOKING CONDITIONS & RESTRICTIONS APPLY:
• ALL FARES AND CONDITIONS — SUBJECT TO CHANGE AND MAY BE WITHDRAWN ANYTIME.

CALL: (416) 366-9771 FAX: (416) 366-1005 E. & O.E. 09/90

☆ OUR UK/CONTINENTAL RAIL PASS BARGAINS

Rail passes – the ultimate freedom. All passes must be purchased before leaving Canada.

EURAILPASS: unlimited first class rail travel
$408.00 15 days
$528.00 21 days

EURAIL FLEXIPASS:
Any 5 days within 15 days $238.00
Any 9 days within 21 days $432.00

FRANCE:
Any 4 days within 15 days $179.00
Any 9 days within 1 month $299.00

BRITFRANCE: Rail travel in France and Great Britain including round trip crossing of the Channel.
Any 5 days within 15 days $329.00.
Any 10 days within 1 month $489.00

BRITRAIL: $319.00 8 days
$459.00 15 days

BRITRAIL FLEXIPASS:
Any 4 days within 8 days $259.00
Any 8 days within 15 days $379.00

Call (416) 366-9771 Fax: (416) 366-1005
E. & O.E. 09/90

☆ REMINDER ☆

Transatlantic Fall/Winter Sale Air Canada announces seat sale effective October 01, 1990 – March 20, 1991 (Christmas and New Year blackout periods apply). Toronto/Montreal/Ottawa/Halifax/St. John's/ to London, from $498.00 Round Trip (weekdays), 7 days min./1 month max. Seat sale fares available from Winnipeg $598.00, Calgary $628.00, Edmonton $628.00, Vancouver $628.00.

☆ FARES SUBJECT TO CHANGE ☆

Above fares are valid at the time of going to press. It is anticipated that October 1, 1990 will see Trans-Atlantic fares increase by up to 8% (All increases are subject to Government Approval).

☆ OUR FARES TO THE ORIENT

CATHAY PACIFIC AIRWAYS DAILY NON-STOP 747 SERVICE.

FROM VANCOUVER:

To:		
Hong Kong	From $1299.00 to $1512.00	• *Upgrade to Marco Polo Business Class Hong Kong / Vancouver for only $485.00 CAD.* Ask us for details.
Bangkok	From $1454.00 to $1706.00	
Singapore	From $1493.00 to $1716.00	
Bali	From $1619.00 to $1861.00	

Add-ons from other cities in Canada available:
• BOOKING CONDITIONS & RESTRICTIONS APPLY
• ALL FARES AND CONDITIONS — SUBJECT TO CHANGE and may be withdrawn anytime.

CATHAY PACIFIC

CALL (416) 366-9771 FAX: (416) 366-1005 E. & O.E. 09/90

☆ OUR GREAT CANADIAN FARES ☆

To Toronto and v.v. From: round-trip	7-day ADVANCE PURCHASE FARES *starting*		14-day ADVANCE PURCHASE FARES *starting*		SEAT SALES *starting*	
Victoria	at $926.00	All fares round-trip	at $635.00	All fares round-trip	at $477.00	LIMITED INVENTORY All fares round-trip
Vancouver	878.00		565.00		349.00	
Calgary/Edmonton	735.00		473.00		320.00	
Regina	594.00		408.00		306.00	
Saskatoon	633.00		433.00		325.00	
Winnipeg	477.00		327.00		222.00	
Ottawa	243.00		193.00		135.00	
Montreal	278.00		223.00		96.00	
Quebec City	370.00		295.00		154.00	
Halifax	429.00		313.00		252.00	
Saint John	419.00		335.00		245.00	
St. John's	604.00		440.00		355.00	
Fredericton	411.00		328.00		241.00	
Rules:	7 day advance purchase Min. stay 1st Sat. night Max stay 180 days Change/cancel - $50.00 Tkt. within 7 days of res.		14 day advance purchase Min. stay 1st Sat. night Max. stay 60 days Change/cancel - $100.00 Tkt. within 7 days of res.		21 day advance purchase Min. stay 1st Sat. night Max. stay 30 days. Non refundable – no changes Tkt. within 3 days of res.	

Please Note - All fares are subject to change without notice and can be discontinued at any time. Certain fares higher for week-end travel. Tax is additional. Flight/Time/Day restrictions may apply.

If you don't see your desired city pair, please give us a call!

*Ottawa & Montreal - wide range of seat sales and rules too numerous to list. Call us with your travel date.

Call: 416-366-9773 Fax: 416-366-1005

E. & O.E. 09/90

➪ **LONG DURATION EUROPEAN flights and fares are available to London, Amsterdam and Paris from various points across Canada. Call (416) 366-9771 or FAX (416) 366-1005 for details.**

FINLAY TRAVEL
Suite 2360, Exchange Tower, P.O. Box 433
2 First Canadian Place, Toronto, Ontario M5X 1E3
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A FULL SERVICE AGENCY

(416) 366-9771 Fax (416) 366-1005 Whenever possible.
Nous offrons aussi un service en français si vous le désirez
QUALITY, VALUE AND SERVICE UNSURPASSED.

Fares subject to change. Any or all of the above offerings may be withdrawn at anytime.